

Carmen Best.

KEYNOTE SPEAKER · LAW ENFORCEMENT ANALYST ·
CONSULTANT, 21CP SOLUTIONS

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SEEN ON

NBC News · MSNBC · CNBC · KING 5

STAGES INCLUDE

FedEx, MoPOP, Southern Glazer's
Wine & Spirits, NOBLE, NABA, Seafair

HONORS

Washington State African American
Achievement Award
Ellis Island Medal of Honor
National Law Enforcement Ethics
Award
Woman of the Year

REPRESENTED BY

Leading Authorities · Washington
Speakers Bureau

BOOK

Black in Blue, HarperCollins
Leadership, 2021

People aren't always right. *She became Chief anyway.*

Carmen Best joined the Seattle Police Department in 1992 and rose through every rank to become its Chief in 2018, the first Black woman to hold the job. In August 2020 she resigned rather than carry out budget cuts that, under seniority rules, would have fallen on the 108 officers she hired in 2019, about 40% of them people of color. She is the author of *Black in Blue* (HarperCollins Leadership, 2021), has been a law enforcement analyst for KING 5 and a contributor on MSNBC, has appeared on NBC News and CNBC, and was Microsoft's Director of Global Security Risk Operations, a role she took in 2022 and has since left. Today she is an associate consultant with 21CP Solutions, a law enforcement analyst, and a keynote speaker on leading when everyone is watching. Her honors include the Ellis Island Medal of Honor and the National Law Enforcement Ethics Award.

"You have to have thick skin and really know what your North Star is and what you're trying to achieve and why."

KEYNOTES

Leading Through Crisis: Building Trust in Uncertain Times. Seattle in 2020 and global security operations at Microsoft. How to build credibility under pressure, communicate when nobody trusts the institution, and make the call with the information you have.

The Future of Security: Protecting People and Organizations in a Global Landscape. What a police chief and a Microsoft security director both learned about threats to people, assets and infrastructure, and the practical work of enterprise risk, readiness and response.

Leading Change Management in a Technology-Driven Era: Staying in the Game. Adapting without losing your values. Reinvention from patrol to Chief to corporate security to the classroom, and what it takes to keep a team competitive and ready for what is next.

Black in Blue: Lessons on Leadership, Breaking Barriers, and Racial Reconciliation. The book, told live. Tacoma to Chief, the doubt and the barriers on the way up, the 2019 hiring class, and the decision to give the job back.

Light Beyond the Storm: Choosing Hope and Positivity in Difficult Times. Optimism that has been tested in public. How to stay a source of encouragement for the people around you when the season is hard, without pretending it is not.

Resilience and Well-Being: Building Mental Fitness in a Digital Era. Clarity, connection and energy under pressure, from someone who ran a department through a pandemic and a reckoning at the same time. Practical, not inspirational.

Formats: keynote, fireside, panel, half-day session, board or executive briefing.
Travels from Washington State. Fees on request.