

Curriculum Vitae
TIMOTHY SHARPLES, Ph.D.

PERSONAL MISSION

My life's mission, rewriting what's right and shaping modern police culture through emotional intelligence, has led me down diverse paths of learning, sharing, and, most importantly, teaching. Drawing from years of active-duty law enforcement experience, I aim to engage and influence the current and next generations of criminal justice college students and law enforcement professionals while fostering critical thinking and personal growth skills. This is achieved by incorporating real-world experiences, sharing personal insights into the curriculum, and augmenting with supportive course activities.

BIOGRAPHY

Dr. Timothy Sharples, a valued scholar-practitioner, holds a doctorate in Industrial and Organizational Psychology. With a remarkable 32-year tenure in law enforcement, encompassing diverse roles and ranks across multiple agencies in three states, he brings a wealth of practical experience to his work.

As a certified Master Instructor by the Peace Officer Standards and Training (POST), he adeptly crafts engaging course content tailored to learners of varying skill levels. Dr. Sharples is recognized for integrating problem-based learning within evidence-based practices, particularly addressing the complex challenges confronting modern policing and society.

Currently, Dr. Sharples spearheads The Eikon Group, his advisory and consulting organization. Here, he leads a team dedicated to exploring the psychology behind emotional intelligence and its impact on law enforcement policies and procedures, as well as community dynamics. Through collaborative partnerships with law enforcement leaders, Dr. Sharples assesses, designs, and implements transformative programs. These initiatives span a wide array of subjects, including peer support, leadership and followership, emotional intelligence, procedural justice, interpersonal communication, officer safety and wellness, and community engagement. His work emphasizes the interconnectedness within and beyond the realm of policing, fostering holistic approaches to enhancing law enforcement effectiveness and community relations.

Timothy Sharples, Ph.D.

Industrial and Organizational Psychologist

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EDUCATION

Ph.D. Industrial/Organizational Psychology, Capella University, 2024

MS. Public Administration, Central Michigan University, 1998

BA. Sociology/Criminal Justice, University of Massachusetts at Amherst, 1990

PROFESSIONAL EXPERIENCE

The Eikon Group

Industrial-Organizational Psychologist and Founder, 2022 – present

Georgia Institute of Technology | Police Department

Lieutenant – Training Division, 2018 – 2022

Georgia Public Safety Training Center

Regional Crisis Intervention Team Training Coordinator, 2017- 2018

The City of Smyrna | Police Department

Lieutenant – Patrol, 2015-2017

Sergeant – Patrol, Training Unit, 2013-2015

Corporal – Patrol, 2006-2013

THESES

Ph.D. Industrial/Organizational Psychology, “Exploring Emotional Intelligence and Procedural Justice Behaviors by Police: A Correlational Study.” Capella University, Advisor Dr. Elizabeth Koman, 2024.

MS. Public Administration, “A Tale of Two Cities: Measuring the Impact of Neighborhood Watch.” Central Michigan University, 1998.

PROFESSIONAL CONFERENCES AND PRESENTATIONS

“Workplace Culture and Climate: Assessing to Improve Workplace Outcomes.” International Personnel Assessment Council (IPAC). July 29th, 2025.

“Empowering Growth: Leveraging Assessments for Employee Development.” International Personnel Assessment Council (IPAC). July 30th, 2025.

“Rooted in Resiliency: Practical Advice and Tips for Public Safety Professionals.” Atlanta Public Safety Training Center. May 14th, 2025.

“From Stress to Strength: Leveraging Emotional Intelligence for Public Safety Wellness.” 1st Responder Conferences. May 9, 2025.

“Best Practices for Integrating Virtual Reality into Your De-escalation Training.” Research Triangle Institute. April 15th, 2025.

“Training Plan Considerations for Virtual Reality.” Research Triangle Institute. April 16th, 2025.

“Mass Violence Advisory Initiative Roundtable.” International Association of Chief’s of Police (IACP). October 19th, 2025.

“Personal Safety and Crime Awareness.” The Humane Society of Charlotte, Charlotte, NC, October, 2024.

“Tactical Emotional Intelligence and Procedural Justice.” Georgia Public Safety Training Center. August 30, and September 7, 8, 13, and 15, 2022.

“De-escalation Techniques for Community-based Organizations” The Humane Society of Charlotte. October 23, 2023.

Crisis Intervention Team for Family Members of a Person Living with Mental Illness. NAMI Cobb County. September 22, 2022.

“Law Enforcement Executive Suicide Prevention.” Georgia International Law Enforcement Exchange (GILEE), December 9, 2022.

“Awareness to Action: Bridging Domestic Violence and Mental Health Initiatives.” National Alliance on Mental Illness (NAMI), October 6, 2022.

MEDIA AND PODCASTS

Sharples, T. (2025, August 11). Why emotional intelligence matters in law enforcement. *Forbes*.
<https://www.forbes.com/sites/kevinkruse/2025/08/11/why-this-officer-believes-eq-is-the-way-forward-for-law-enforcement/>

Sharples, T. (Guest). (2025, April 9). Developing emotional intelligence in high-stakes professions [Audio podcast episode]. In M. Lampe (Host), *The Science For Work Podcast*. Science For Work.
<https://music.amazon.com/podcasts/5bddded-09a4-4190-a8e9-e890b63b18c3/episodes/d75e47d0-e449-4e88-b05a-e0170d12be20>

Sharples, T. (Host). (2024, September 26). Leveraging I-O Psychology to Attract and Retain Top Talent in Policing [Audio podcast episode]. In *WorkCookie*. SEBOC.
<https://www.youtube.com/watch?v=csDWN4CaVuM>

Sharples, T. (Host). (2024, September 19). Voices of Experience: Insights from Veteran Officers on Enhancing Modern Policing [Audio podcast episode]. In *WorkCookie*. SEBOC.
<https://www.youtube.com/watch?v=pHUBygN3n6k&t=5s>

Sharples, T. (Host). (2024, September 12). Organizational Culture Challenges in Modern Policing [Audio podcast episode]. In *WorkCookie*. SEBOC. <https://www.youtube.com/watch?v=9oZD93VEj-g>

Sharples, T. (Host). (2024, September 5). Transformational Leadership in Policing [Audio podcast episode]. In *WorkCookie*. SEBOC. <https://www.youtube.com/watch?v=7kYLM0X3e7w>

INNOVATIVE PROGRAMMING

- Co-responder Model. Georgia Institute of Technology Police Department. Creator/Author/Implementer. Original program that paired mental health clinicians with patrol officers for real-time community support based upon data-driven peak service dates and hours.
- Hazmat Radiation Safety. Georgia Institute of Technology Creator/Author/Implementer. Original program for annual in-service certification on applicable radiation awareness and safety procedures for first responders.
- Naloxone/Narcan Training and Education Program. Georgia Institute of Technology. Creator/Author/Implementer. Original program that educated patrol officers on overdose counteragent protocols.
- Creative Mindfulness. Co-creator/Implementer. Georgia Institute of Technology. Creator/Author/Implementer. Original program containing eight classes focused on practical, evidence-based, easy use mindfulness techniques taught to all staff.

CERTIFICATIONS

- LEADx certified EQ (emotional intelligence) Facilitator, 2025.
- Talent Smart EQ (emotional intelligence) Level 1 Instructor, 2024.
- Emotional & Social Competency Inventory (ESCI) Certified Practitioner, 2022.
- Georgia Peace Officer Standards and Training (POST) Master Instructor, 2022.
- Question Persuade Refer (QPR) Instructor, 2019.
- Mental Health First Aid Instructor, 2017.
- Peer Support Specialist, 2017.
- Hostage Negotiations, 2014.
- Below 100 (LODD and injury reduction) Instructor, 2013.
- Crisis Intervention Team Instructor, 2010.
- Police Motorcycle Operator, 2006.
- State of Georgia Peace Officer Standards and Training (POST) Certified Officer, 2005.
- Florida Department of Law Enforcement Certified Officer, 1993.

SKILLS

- **Creative Instruction:** Proficient in designing and implementing innovative instructional styles and learning techniques to enhance student engagement and comprehension.
- **Course Planning and Organization:** Skilled in effectively organizing course objectives through strategic planning and meticulous organization.
- **Evidence-Based Teaching:** Experienced in employing evidence-based teaching methods to promote student learning outcomes.
- **Evaluation and Assessment:** Proficient in conducting academic evaluations and employing effectiveness techniques to measure and enhance teaching efficacy.
- **Curriculum Development:** Extensive experience in conducting course needs assessments, research, and designing curriculum to meet educational objectives.
- **Oral Presentation Skills:** Strong proficiency in delivering engaging and informative oral presentations to diverse audiences.
- **Interpersonal Communication:** Exceptional interpersonal communication skills demonstrated at all levels of professional interaction.
- **Training and Development:** Background in training and development, particularly adept at addressing complex topics and facilitating effective learning experiences.

PROFESSIONAL AFFILIATIONS

- American Psychological Association (APA)
- APA's Division 14, Society of Industrial and Organizational Psychologist (SIOP)
- APA's Division 18, Psychologists in Public Service/Criminal Justice, Police and Public Safety
- Crisis Intervention Team International (CITI)
- International Association of Chiefs of Police (IACP)
- International Personnel Assessment Council (IPAC)
- International Society of Performance Improvement (ISPI)
- National Honor Society Leadership Success (NHSLS)
- Psi Chi, The International Honor Society in Psychology

AWARDS, NOMINATIONS, AND HONORS

- City of Smyrna Police Department. Community Service Valor Award. 2016
- City of Smyrna Police Department. Meritorious Service Award. 2010.
- CIT Officer of the Year (nomination). NAMI GA. 2010.
- Recognition and Appreciation for hosting Georgia CIT Conference. NAMI GA. 2010.
- Police Motorcycle Operation Course, “Top of the Class”. MARTA Police Department. 2006.
- Academic award. Fulton County Public Safety. 2005.
- Excellence in Leadership. Fulton County Public Safety. 2005.

VOLUNTEER AND NON-PROFIT

Humane Society of Charlotte, Volunteer, Charlotte, NC

Special Olympics (GA) Torch Run, Coordinator

NAMI Georgia/NAMI Cobb County, GA, Member/SME

