

Performance Improvement Program (PIP)

(Performance Directed Management- A VMA-Honors class-)

Hosted by and held at the

Bucks County Police Training Center

1760 S. Easton Rd, Doylestown, PA 18901

9am-3pm on April 22, 2021

(CLE 00933)

Performance Improvement Programs are well accepted by courts, arbiters, civil review boards and employees as a non-punitive means for dealing with employee performance deficiencies. They reduce the burden on management by placing the responsibility squarely on the employee's shoulders for improvement, reduces the basis for grievances because they are non-punitive methods for correcting deficient performance, and they provide a valid offense against claims of illegal discrimination.

Command and supervisory personnel from the following agencies are encouraged to attend:

Law Enforcement, Fire Services, 911 Emergency Communications, Corrections

Attendees are taught:

- The three causes for performance failure
- The standard for determining when performance needs improvement
- The advantages of Performance Improvement Plans over punitive action
- How to develop a Performance Improvement Plan
- What it takes to enforce an improvement plan

Students receive class outline, model forms, rules, and certificate of attendance. **"Measure Performance not Performers"**

(Class size is limited, please register early.)



(**VMA-Honors** is a Method of Operations for managing a law enforcement agency based on objectively measuring and evaluating performance. Its foundation is multi-disciplinary in nature. Principles and practices are drawn from Performance theory, Behavioral theory, economics, employment law, contract law, case law, and labor rulings. The case law is drawn from the United States Supreme Court, federal and state courts, and research conducted on hundreds of arbitration decisions supporting the fairness and validity of **VMA-Honors** elements and structure.) Call for details.

Regular Tuition: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after April 16, 2021)

Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by April 15, 2021)

P. O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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