



Continuing Education

St. Louis County and Municipal Police Academy

◀ Program Announcement ▶

Performance Improvement Program

This is a courtesy post. All registration are with St. Louis Academy

This course teaches that the employment relationship is an enforceable contract wherein management has inherent and enforceable rights. These rights include requiring employees to: attend work on a regular basis, give a fair day's work, be subordinate to lawful directives, and perform to standards, get along with others and to be loyal to their employer's lawful business needs. The problem is that the traditional people-oriented style of management has been seriously weakened by over 40 years of employee labor and employee rights laws. A performance-oriented model of management based on principles found in contract law, economics and Performance Theory is a more powerful, practical, simpler and enforceable alternative.

D.J. Van Meter Ph.D. is the principal of Van Meter & Associates, Inc. (VMA) and has spent the last 45 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, *Evaluating Dysfunctional Police Performance: A Z-based Approach* published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

Please bring classroom materials (pen, pencil and paper).

Session: One

Date(s): **September 17, 2021 from 9:00am-3:00pm**

Place: St. Louis County & Municipal Police Academy
1266 Sutter Avenue
St. Louis, Missouri 63133-1934

WHO SHOULD ATTEND: Managers, Chiefs, Supervisors - Commissioned & Non-Commissioned Personnel
- Legal Studies

ATTENDANCE IS LIMITED TO 35 PARTICIPANTS