

# Management's Rights

(Performance Directed Management)

## Humboldt County Sheriff's Office

Held at the Winnemucca Convention Center, West Hall, 50 West Winnemucca Blvd., Winnemucca, NV 89445

**8:00am-4:00pm December 7, 2022**

**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, lawful to directives, 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 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. We are a "How to" company providing answers.

**Command and Supervisory Personnel from the following agencies are encouraged to attend:**

- Law Enforcement
- Fire Services
- 9-1-1 Emergency Services
- Corrections

**Topics Include:**

- **Understanding why management must move away from people management and move towards performance management**
- **Providing support for the fact that courts and arbiters support the enforcement of management rights**
- **Defining the "Universal Rights" of management**
- **Designing the foundation for a performance-oriented style of management**



**"Manage Performance not Performers"**

Attendees will receive a certificate of training, a class manual and hard copies of model forms and policies to use as resources for implementing this program into their agency. Class size is limited so please register early.

**D. J. Van Meter Ph.D. / Associate** 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

**Regular Tuition: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after November 30, 2022)**

**Prepaid Tuition: \$170 first registrant/ \$150 each additional (All CC payments and checks postmarked by December 1, 2022)**

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

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