

Management's Rights...in a Nutshell

In Person Live Online Training

(S2H System Class developed for performance management)

1:00pm-4:00pm December 17, 2024 EST

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.

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 "Manage Performance not Performers"**
- **Designing the foundation for a performance-oriented style of management**
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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.



"Measure Performance not Performers"

(Prior to the class, you will receive by email a login code. A Laptop or desk computer equipped with a microphone & camera (if available) is needed.)

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: \$165 first registrant/\$150 each additional (PO's Vouchers, postmarked on or after December 11, 2024)

Prepaid Tuition: \$150 first registrant/ \$135 each additional (All CC payments and checks postmarked by December 10, 2024)

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

Van Meter & Associates, Inc. (VMA) offers a variety of classes that can be presented live in-house at your agency. This setup allows for open discussions on issues and concerns, providing your agency with workable solutions. Call to schedule.

Register Online below

Call 800.331.8025

Or Email: vanmeterassociates@att.net

Van Meter & Associates, Inc. (www.vmanet.com)

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