

Performance Improvement Interventions (PII's)...in a Nutshell (Sworn to Honor System class.) 1:00p.m.- 4:00 p.m. EST November 21, 2024 EST

This course teaches the proper development and use of Performance Improvement Plans that holds the employee self-responsible and self-accountable for improving performance.

Attendees will learn how to:

- Identify the three causes of performance failure and how to communicate them to your employees.
 - Set clear and realistic expectations for performance improvement and how to measure them.
- Create and implement Performance Improvement Plans that are SMART (Specific, Measurable, Achievable, Relevant, and Time-bound.)
- Monitor and evaluate the progress of your employees and how to enforce the improvement plan if needed.



Your agency will:

- Save time, money, and trouble compared to disciplinary actions that can be costly, time-consuming, and contentious.
- Save the need to travel or incur additional costs. You will also be able to stay close and available to your organization in case of emergencies.
- Receive model forms in Microsoft Word that can be adapted for agency use.
- Inhouse: This class is also available live online tailored for your agency.

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/\$145 each additional (PO's Vouchers, postmarked on or after November 15, 2024)
Prepaid Tuition: \$145 first registrant/ \$135 each additional (All cc payments and checks postmarked by November 14, 2024)
P. O's, Vouchers, Claims accepted to hold seats

Register on Online: www.vmanet.com Or call 800.331.8025 Or Email: vanmeterassociates@att.net

Contact Name Rank _____ Dept _____

Mailing Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ Email: _____

PO# _____ CC# _____ Exp date _____

1.Name/Rank _____ 2.Name/Rank _____

3.Name/Rank _____ 4. Name/Rank _____

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