

Management's Rights

(Performance Directed Management-a VMA-Honors System class)

Hosted by and held at the

Twinsburg Police Department

10075 Ravenna Road, Twinsburg, Ohio 44087

8:00am-4:00pm August 21, 2024

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: \$200 first registrant/\$180 each additional (PO's Vouchers, postmarked on or after August 15, 2024)

Prepaid Tuition: \$180 first registrant/ \$160 each additional (All CC payments and checks postmarked by August 14, 2024)

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

Fax entire page to VMA 614-451-8905 Call 800.331.8025 Email: vanmeterassociates@att.net Online: www.vmanet.com

Contact Name _____ Dept _____

Mailing Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ Email: _____

PO# _____ CC# _____ Exp date _____

1. Name/title _____ 2. Name/title _____

3. Name/title _____ 4. Name/title _____

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

Training and Organizational Development for Public Safety Forces

The "How to" company from Coast-to-Coast since 1982

P.O. Box 21313, Columbus, Ohio 43221

800.331.8025 FAX 614.451.8905

We will promptly remove your fax number if you call 800.331.8025