

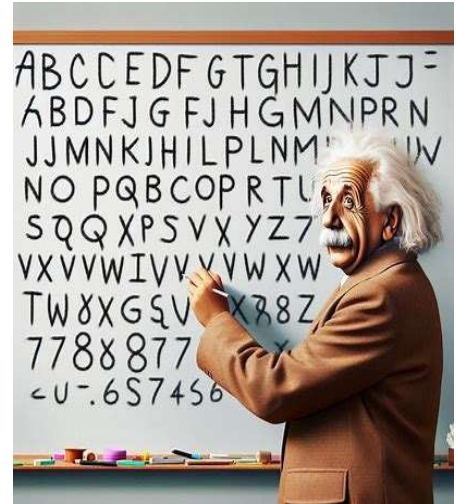
Van Meter & Associates, Inc.
Reverse Performance Evaluations Concept
Live Online Training (S2H System Class)
12noon-3:00pm October 3, 2024 EST

Why You Should Attend: If you believe that the time and costs associated with fixing problems caused by mis-performance and non-performance are the pain-points in your agency this course is designed for you and your agency.

This course takes a different approach. It emphasizes all performance (whether good or poor) are objectively measured outcomes of employees' conduct and behavior. While a reasonable amount of time and cost is invested in the production of performance, that simplest and most practical way to control that cost starts with a system that provides objective measures of:

- 1. Performance,**
- 2. Misperformance,**
- 3. Non-performance costs**

In addition to knowing more about objective performance measures, measurements, and outcomes you will receive model forms and a policy for implementing this system in 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/\$150 each additional (PO's Vouchers, postmarked on or after September 27, 2024)
Prepaid Tuition: \$150 first registrant/ \$135 each additional (All CC payments and checks postmarked by September 26, 2024)
P.O.'s, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

Email: vanmeterassociates@att.net Register Online: www.vmanet.com Call: 800-331-8025

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
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