

The 2025-90 Minute Concept-Learning Webinar (live)

Fair Day's Work for a Fair Day's Pay



“Management does not need a rule for everything. There are somethings employees should Just Know.”

This concept embodies the idea that both employers and employees have shared responsibilities and mutual accountability to uphold fair processes and fair remuneration where hard work is appropriately valued and rewarded. **Participants learn** strategies for maintaining transparency, trust, and mutual respect ensuring that both sides feel their contributions to the organization are acknowledged and remunerated fairly honors their duties and contributes equitably, reinforcing fairness and team

collaboration. **Course materials** are included.

Excessive Non-Scheduled Absenteeism

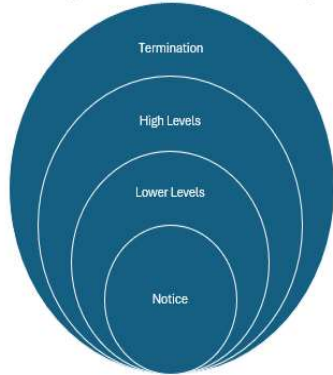


“Management should not be able to predict when an employee will be sick or unavailable for work.”

This concept addresses the challenge of managing Excessive non-scheduled absenteeism in the workforce. **Participants learn** how to define, measure, and evaluate excessive non-scheduled absenteeism, notify employees appropriately, and place the responsibility for improvement on the employee. **Course materials** included.

Presenter: Dr. D. J. Van Meter, Principal, Van Meter and Associates, Inc., Columbus, Ohio Dr. Van Meter has 15 years of law enforcement service and 42 years of experience in officer training and management counseling. He has worked with numerous law enforcement agencies nationwide and has served as an expert witness in employer-employee rights arbitration and cases involving police use of lethal force. **Course materials** are included.

Traditional Concept of Progressive Discipline-Termination



Progressive Discipline as a Tool

"How much encouragement do employees need to persuade them to comply with management's directives?"

This concept covers when and how to use progressive discipline to encourage employees to follow management's directives. The course instructs participants on the principles and steps of progressive discipline,

including verbal warnings and final actions, and teaches techniques for clear and respectful communication of expectations. It emphasizes maintaining fairness and consistency through proper documentation of disciplinary actions and provides guidance on resolving conflicts and rebuilding trust with employees. **Course materials** are included.

Performance Improvement Plans



"This behavior does not qualify for a PIP."

This concept provides participants with strategies to address workplace performance improvement challenges constructively and effectively, avoiding progressive discipline. The focus is on promoting accountability, setting clear expectations, offering actionable steps for improvement, and ensuring organizational standards are met. **Course materials** are included.

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Flipping the Burden: Taking Responsibility Back



For decades, supervisors and administrators have grappled with a persistent issue—a small, yet disruptive group of employees known as "Burden Flippers." These individuals refuse to own their responsibilities, viewing them as inconveniences rather than obligations, and shift their workload onto others, undermining team morale and productivity. This behavior is unacceptable and detrimental to a fair and accountable work environment. Supervisors at all levels must take decisive action to

prevent this behavior and, when it occurs, ensure the burden is returned to its rightful owner. This course will equip you with the knowledge and skills to effectively identify, address, and eliminate burden-flipping behaviors within your team.

Learning Objectives

Identify Burden Flipping in Action: Understand the traits and behaviors of burden flippers, the impact on team dynamics, and early warning signs to address the issue before it escalates.

Enforce Accountability with Confidence: Develop and apply strategies to firmly hold employees accountable for their responsibilities, ensuring no team member unfairly carries the weight of other. **Course materials** are included.

Create a Culture of Ownership and Fairness: Maintain an environment
The Seven Just Cause Standards



“Just Cause Standards are centuries old.”

This concept provides a detailed framework for ensuring fair and consistent decision-making across various sectors, including law enforcement. Participants learn to apply the Seven Standards effectively, gaining knowledge of their practical use in areas such as employee discipline, performance evaluations, and grievance

resolution. **Course materials** are included.

Please note: All classes can be presented as an in-house Webinar. This allows open discussions among members attending. Call 800-331-8025, or email: vanmeterassociates@att.net for more information or to schedule.

