

Van Meter & Associates, Inc
Live Webinar

Performance Improvement Intervention (PII's)

1:30pm-3:30 p.m. EST January 27, 2026 EST

This course teaches the **proper development and use** of Performance Improvement Plans that **hold 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.

Handouts will be provided.

Presenter: Donald J. Van Meter, PhD, Dr. Van Meter is a veteran law enforcement professional and an **applied theorist in Human Performance Technology**. With over forty years of experience, he has worked with hundreds of agencies nationwide to enhance efficiency, decision-making, and performance in high-pressure environments. His expertise integrates **Human Performance Science with practical strategies**, making him a sought-after consultant and speaker in law enforcement optimization.

**Tuition first \$130 each, second \$110, third complimentary
(Please register by January 23, 2026)**

Debit/ Credit Cards, Checks and POs accepted

Register on Online below left or call 800.331.8025 or Email: vanmeterassociates@att.net

NEW: 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 for details and cost.

Register Online below Call 800.331.8025 Or Email: vanmeterassociates@att.net

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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