

VMA – 3 Hour Live Online Courses for 2026



Ending Excessive Non-Scheduled Absenteeism (NSA)

Coming to work, working while at work are fundamental job responsibilities for all employees at all levels.

Learning Objectives

By the end of the session, participants are expected to know how to:

1. Define NSA
2. Measure and evaluate excessive NSA
3. Conduct effective conversations with employees about attendance and job responsibilities of those with Excessive NSA.
4. implement this without losing the trust of the majority



Conducting Performance Improvement Interventions (PII)

Performance improvement intervention's are about cooperation, learning, and removing barriers for success.

Learning Objectives

By the end of the session, participants are expected to know how to:

1. Identify early signs of underperformance and distinguish root causes.
2. Communicate expectations and feedback clearly and objectively
3. Conduct supportive, effective performance conversations that focus on improvement.
4. Develop and implement action plans tailored to individual needs.
5. Monitor progress and adjust interventions to maximize success.
6. Document interventions appropriately and know when to escalate to formal processes.



Just Cause, Due Processes, and Progressive Discipline

Progressive discipline is a series of escalating warnings, not levels of punishment.

Learning Objectives

By the end of the session, participants will be able to:

1. Explain the differences between punitive and non-punitive progressive discipline.
2. Apply discipline policies consistently and communicate expectations clearly.
3. Conduct effective discipline conversations that focus on improvement and accountability.
4. Document disciplinary actions and interventions in a way that supports fair and legal management action.
5. Balance accountability with support, ensuring both organizational needs and employee rights are respected.
6. Foster a culture where discipline is seen as a tool for growth, not just punishment.

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Calculus of Reasonableness (COR) in Police Use of Lethal Force

COR governs the legal assessment of an officer's use of lethal force

Learning Objectives

By the end of the session, participants are expected to know how to:

1. Define the legal standard of objective reasonableness under *Tennessee v. Garner* (471 U.S. 1, 1985), *Graham v. Connor* (490 U.S. 386, 1989), and *Barnes v. Felix* (605 U.S. ___, 2025) and explain their operational implications.
2. Analyze neurobiological and perceptual factors that influence officer decision-making under stress.
3. Apply forensic and testimonial principles to interpret injury patterns and post-incident narratives.
4. Identify ethical and tactical boundaries in articulating use of force decisions for internal review and external scrutiny.



Reengineering Accountability: An Introduction to Human Performance Management

Human Performance is a measurable outcome; human conduct and behavior is a process.

Learning Objectives

By the end of the session, participants are expected to know how to:

1. Strengthen ethical performance and self-accountable governance.
2. Promote unity across organizational levels.
3. Build and sustain public trust.
4. Lead with clarity while upholding constitutional and ethical standards.

All Webinars are available for in-house presentations. Call Van Meter & Associates, Inc. for details 800-331-8025 or email: vanmeterassociates@att.net.