



Hosted on-site by the Elyria Police Department, 18 West Ave, Elyria, Oh

Back-to-back classes

1. Reengineering Accountability: An Introduction to Human Performance

26CPT345 (3 hours Compliance & Control Tactic hours.)

This three-hour course introduces agency leaders to the **Human Performance Management (HPM) model**, a principled framework for reengineering accountability in modern policing. Traditional command-and-control management often produces systemic inefficiencies and erodes both internal and public trust. By contrast, HPM integrates **human performance science, case and labor law, and ethical leadership** to establish transparent, defensible, and performance-focused accountability systems.

By the end of this course, participants will be able to:

- Define **Human Performance Management (HPM)** and its role in ethical policing.
- Apply forensic and operational indicators to distinguish **error, misconduct, and systemic failure**.
- Translate HPM principles into **modern leadership practices**.
- Design accountability systems that emphasize **clarity, trust, and cohesion**.

2. Calculus of Reasonableness in Police Use of Lethal Force

26CPT346 (3 hours Compliance & Control Tactic hours.)

This three-hour Seminar equips sworn law enforcement officers with a **neuroscience-informed, legally grounded framework** for understanding the calculus of reasonableness in lethal force encounters. Drawing on **behavioral science, forensic analysis, and case law**, the course reframes controversial incidents into teachable, defensible artifacts. Officers will examine how perception, decision-making, and testimonial integrity intersect with legal standards—enhancing **field judgment, documentation, and courtroom resilience**.

By the end of this course, participants will be able to:

- 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.
- Analyze **neurobiological and perceptual factors** that influence officer decision-making under stress.
- Apply **forensic and testimonial principles** to interpret injury patterns and post-incident narratives.
- Identify **ethical and tactical boundaries** in articulating use-of-force decisions for internal review and external scrutiny.

Presented by Dr. Van Meter, he is a nationally recognized Human Performance Theorist specializing in the design and deployment of governance systems for law enforcement agencies. Having served 15 years as a sworn officer, he has worked nationwide with law enforcement and public government agencies to upgrade their management systems for lethal force, as well as labor arbitration in cases involving law enforcement conduct, training standards, and organizational governance. His work bridges operational urgency with ethical clarity, delivering defensible frameworks that support principled decision-making and sustainable transformation.

April 2, 2026 from 8:30pm-3:30pm

Tuition: \$165 for the first registrant, \$145 for each additional registrant. PO's, Checks, CC are accepted

Register online, lower left Email: <https://vmanet.com/> Call: 1-800-331-8025

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Email vanmeterassociates@att.net to remove your email.