



Reengineering Accountability: An Introduction to Human Performance Management

(CPT#345 3hrs Ohio Compliance & Control Tactic hours)

(CPE3hrs Michigan with MCOLES eligible for use of LED funds per PA302 of 1982 and/or Continuing profession Education)

Webinar date: May 12, 2026 from 1:00pm-4:00pm EST

This 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.

Learning Objectives

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

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

Performance Objectives (Participant Outcomes)

Upon completion, participants will know what it takes to:

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

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.

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Tuition first \$135each, each additional \$115,

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

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Van Meter & Associates, Inc.

PO Box 21313, Columbus, Ohio 43221