

Van Meter & Associates, Inc

Performance Improvement Intervention (PII's) Webinar Live

1:00pm-4:00 p.m. EST September 9, 2026

This course teaches the **proper development and use** of a Performance Improvement Intervention that **holds 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 improvements and how to measure them.
- **Create and implement performance improvements** 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.

Class material will be provided.

Presenter: D.J. Van Meter Ph.D. is the principal of Van Meter & Associates, Inc. (VMA) and has spent the last 45 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Human Performance Technology from The Ohio State University, Columbus, Ohio and holds a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, Evaluating Dysfunctional Police Performance: A Z-based Approach published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

Tuition: \$165 first, \$125 each additional Checks, CC/Debit Cards, Vouchers and POs accepted.

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

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