

Thinking Differently About the Employer– Employee Relationship

A 2-Hour Executive Training for Law Enforcement Leaders

Law enforcement agencies are not facing isolated personnel issues. They operate within an employer–employee relationship model that no longer yields consistent, defensible outcomes.

The result is predictable: Recruiting shortages, Retention instability, Inconsistent performance, Erosion of supervisory authority

Field experience and research indicate that 80–95% of personnel challenges are caused by their management system.

Course Focus

- A clear understanding of why a performance-based relationship is operationally necessary and how it directly impacts discipline, accountability, and output
- Working knowledge of external accountability expectations (courts, arbitrators, civil service systems, and civilian review bodies) and how a performance-based model meets those standards
- A practical policy framework to implement performance-based management within their agency

Who Should Attend: Chiefs of Police, Sheriffs, Command Staff, Executive-Level Decision Makers. Capacity is intentionally limited to maintain a focused, executive-level discussion.

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.

Final Note: Most agencies attempt to solve personnel problems individually. This session addresses the system that creates them.

Date: **August 4, 2026 from 1:30-3:30pm EST Live, Instructor-Led Webinar**

Tuition: \$225 each registrant P.O's, Vouchers, Claims, CC, Checks accepted

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

Van Meter & Associates, Inc. (www.vmanet.com) PO Box 21313, Columbus, Ohio 43220