



Performance Improvement Intervention

(PII's) Webinar Live

October 15, 2026 from 1:00 pm-4:00 pm EST

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 Timebound.)
- Monitor and evaluate the progress of your employees and how to enforce the improvement plan is needed.



Class materials 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.

Date: October 15, 2026 from 1:00-4:00pm EST Live, Instructor-Led Webinar

Tuition: \$165 first registrant, each additional \$125

P.O's, Vouchers, Claims, CC, Checks accepted

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

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