



Reengineering Accountability: An Introduction to Human Performance Management (Webinar Live)

(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 Professional Education)

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 creates systemic inefficiencies and erodes internal and public trust. By contrast, HPM integrates human performance science, case and labor law, and ethical leadership to build transparent, defensible, and performance-focused accountability systems.

Who Should Attend

This is a command and high staff-level course (e.g., Sheriff's, Chiefs, Legal Counsel, HR)

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 operational indicators to distinguish human error, misconduct, or system 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.

Dr. Van Meter is a nationally recognized Human Performance Technologist (HPT) who helps public safety leaders design clear, ethical, and defensible management systems. Drawing on 44 years of experience, including 15 years in sworn law enforcement, a master's in Labor and Human Resource Management, and a Ph.D. in Human Resource Management, he partners with agencies nationwide to strengthen accountability, training, lethal-force decision-making, and organizational governance. He also provides expertise in labor arbitration involving employee conduct and management performance standards. His work helps agencies lead with **clarity, make sound decisions, build public trust, and create lasting change.**

Webinar date: August 26, 2026 from 1:00pm-4:00pm EST.

Tuition: first registrant \$225 each additional \$125.

Purchase orders, Credit/Debit Cards & Checks accepted

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

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