

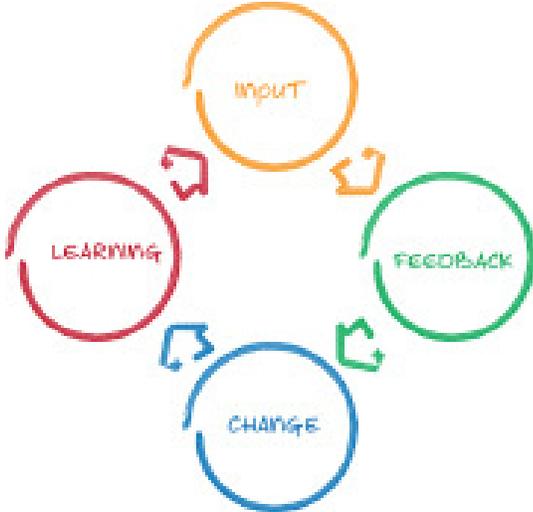
Performance Directed Management:

PERFORMANCE IMPROVEMENT PROGRAM (PIP)

**Hosted by the Vancouver Police,
Department, 2800 Stapleton Rd, WA
from 9am-3pm on April 16, 2015**

**Command and supervisory personnel from the
following agencies should attend:**

- *Law enforcement
- *Fire services
- *Public Works Human Resources
- *911 Emergency Communications
- *Corrections
- *Municipal Administration



“Measure performance, not performers”

Performance Improvement Programs are well accepted by courts, arbiters, civil review boards and employees as a non-punitive means for dealing with employee performance deficiencies. They reduce the burden on management by placing the responsibility squarely on the employee’s shoulders for improvement, reduces the basis for grievances because they are non-punitive methods for correcting deficient performance and they provide a valid offense against claims of illegal discrimination.

Attendees are taught:

- **The three causes for performance failure**
- **The standard for determining when performance needs improvement**
- **The advantages of performance improvement plans over punitive action**
- **How to develop a Performance Improvement Plan**
- **What it takes to enforce an improvement plan**

Students receive class outline, model forms, rules, and certificate of attendance. (Class size is limited, please register early)

John Detchon / Associate

John Detchon has 38 years of experience as a sworn officer, serving five years with a major State Highway Patrol and 32 years with a Sheriff’s Department. John is a former detective, 911, jail, and patrol operations commander. He has conducted internal affairs investigations for 15 years while serving as a division commander in various assignments. He is a graduate of the Ohio State Highway Patrol Academy, Ohio Peace Officers Academy, attended Kent State University and is a certified corrections academy instructor and Ohio Police Basic instructor.

**Regular tuition: \$170 first registrant/\$150 each additional
Prepaid tuition: \$150 first registrant/\$130 each additional**

**(P.O.’s Vouchers, postmarked on or after April 10, 2015)
(All CC payments and checks postmarked April 9, 2015)**

P.O.’s Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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