Performance Directed Management:

A common sense approach

Management's Rights

Hosted by the

Thurston County Sheriff's Office

Held at the Thurston Co Fair Grounds Expo Ctr

3054 Carpenter Rd. SE, Lacey, WA 98503

from 8am-4pm on January 26, 2016

"Measure Performance, not Performers"

This course teaches that the employment relationship is an enforceable contract wherein management has inherent and enforceable rights. These rights include requiring employees to: attend work on a regular basis, give a fair day's work, be subordinate, lawful to directives, perform to standards, get along with others and to be loyal to their employer's lawful business needs. The problem is that the traditional people-oriented style of management has been seriously weakened by 40 years of employee labor and employee rights laws. A performance-oriented model of management based on principles found in contract law, economics and Performance Theory is a more powerful, practical, simpler and enforceable alternative. We are a "How to" company providing answers.

Command and Supervisory Personnel from the following agencies should attend:

- Law enforcement
- Fire Service
- Public Works
- Human Resources
- Emergency Communications

Topics include:

- **understanding why management must move away from people management and move towards performance management.**
- **provide support for the fact that courts and arbiters support the enforcement of management's rights**
- **define the "Universal Rights" of management**
- **design the foundation for a performance-oriented style of management**

Attendees will receive a certificate of training, a class manual and hard copies of model forms and policies to use as resources for implementing this program into their agency. Class size is limited, please register early.

D.J. Van Meter Ph.D / Associate

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 Training and Organizational Development from The Ohio State University, Columbus, Ohio and also hold's 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.

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

(P.O.'s Vouchers, postmarked on or after January 20, 2016)
All CC payments and checks postmarked by January 19, 2016)

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