

Performance Directed Management:

PERFORMANCE IMPROVEMENT PROGRAM (PIP)

Hosted by the

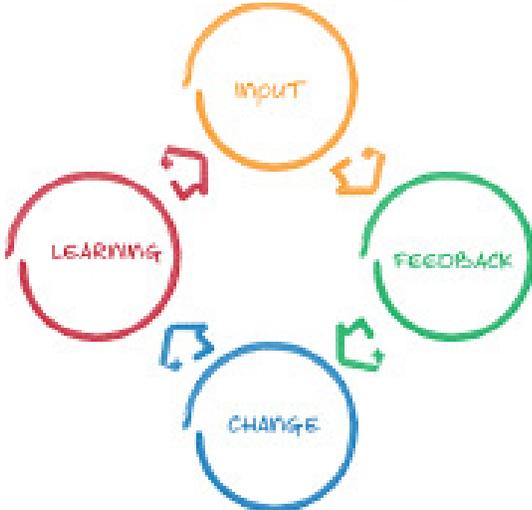
Thurston County Sheriff's Office

Held at the Thurston Co Fair Grounds Expo Center,
3054 Carpenter Rd SE, Lacey WA 98503

from 9am-3pm on January 28, 2016

Command and supervisory personnel from the following agencies should attend:

- *Law enforcement
- *Fire services
- *911 Emergency Communications
- *Corrections
- *Municipal Administration



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)

“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.

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. 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,

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 22, 2016)
(All CC payments and checks postmarked January 21, 2016)

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

Fax this entire page to VMA 614-451-8905 Or call 800-331-8025 Or Email: vanmeterassociates@att.net (Duplicate this form if needed)

Contact Name _____ Dept _____

Mailing address _____ City _____ State _____ Zip _____

PH _____ FAX _____ Check to be mailed on _____

PO# _____ CC# _____ EXP Date _____

1. _____ 2. _____

3. _____ 4. _____

We will promptly remove your fax number if you call 800.331.8025

Van Meter & Associates, Inc. (www.vmanet.com)

Training & Organizational Development for Public Safety Forces

The "How to" company from Coast-to-Coast since 1982

P.O. Box 21313, Columbus, Oh 43221

1-800-331-8025 FAX 614-451-8905