

TRAINING PROGRAMS BY RANDY MEANS
For Information: Call 704-543-7228, Fax 704-341-7808 or Email
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For Line Officers and First Line Supervisors

1. Managing Legal Risks in Law Enforcement (1 - 2 days)
2. Human Relations and Interpersonal Communications Skills (1 - 2 days)
3. Officer-Citizen Contacts: Doing the Right Thing the Right Way (1 day)
4. Applied Ethics in Law Enforcement (1 day)
5. Keys to Winning with the Use of Force (1 day)
6. Legal Articulations in Report Writing and Courtroom Testimony (1 - 2 days)
7. Emergency Vehicle Operation: Avoiding Liability Problems in Pursuit and Response Driving (1 day)
8. Constitutional Law Review and Update (1 - 3 days)
9. Civil Liability Awareness for the Line Officer (1 - 2 days)
10. Interrogation Practices Review and Update (1 - 2 days)
11. Avoiding Sexual Harassment (4 hrs to 1 day)
12. Search and Seizure Review and Update (1 - 2 days)
13. Terry Stops and Vehicle Stops: Investigative Detentions (1 day)
14. Avoiding Improper Pretext and Profiling (4 hrs to 1 day)
15. Search of Persons: Law and Liability (1 day)
16. Drug Enforcement and Interdiction for the Field Officer (1 - 2 days)
17. Supreme Court Update (1 day)
18. Super-Charged Criminal Investigation (1 - 2 days)
19. Entry into Private Premises: Law and Liability (1 day)
20. Surveillance Law and Practices (4 hrs to 1 day)

For Supervisors, Managers and Administrators

1. Police Supervision and Accountability (1 to 3 days)
2. Police Manager as Risk Manager (1 - 2 days)
3. Predicting and Preventing Police Liability (1 - 2 days)
4. What Every Police Manager Needs to Know about the Law (3 days)
5. Managing the Training Function (1 - 2 days)
6. Policy Design and Implementation (1 - 2 days)
7. Managing High Speed Vehicle Operation (1 day)
8. Proactive Disciplinary Tools (1 - 2 days)
9. Hiring and Retention Standards and Practices (1 - 2 days)
10. Managing the Field Training Function (1 day)
11. Avoiding Sexual Harassment: Management Responsibilities (4 hrs to 1 day)
12. Early Warning Signs and Systems (1 day)
13. Use of Force Management (1 - 2 days)
14. Brady/Giglio: Mandatory Disclosure of Officer Credibility Problems (4 hrs to 1 day)
15. Constitutional Law Update for the Police Manager (1 - 2 days)
16. Intra-Organizational Communication (1 - 2 days)
17. Critical Incident Management (1 - 2 days)
18. Acceptance, Documentation and Handling of Complaints (1 day)
19. Building and Maintaining Duty and Honor Values (4 hrs to 1 day)
20. Assuring Fairness and Consistency in Personnel Practices (4 hrs to 1 day)
21. Applied Ethics in Law Enforcement: Management Responsibilities (1 - 2 days)
22. Investigating Incidents of Excessive and Deadly Force (1 day)
23. Managing Patrol Risks (1 - 2 days)
24. Using Today's Technology to Avoid Police Liability (1 day)
25. Physical Fitness Programs and Standards (4 hrs to 1 day)
26. Personnel Practices and Employment Law (1 - 3 days)
27. Affirmative Action vs. Reverse Discrimination (4 hrs to 1 day)
28. Section 1983 Liability: Understanding the Battlefield (1 day)
29. Fitness for Duty: What Does it Mean (1 day)
30. Leadership, Law and Liability for Today's Police Executive (1 - 2 days)
31. Human Relations and Communication Skills for Police Supervisors and Managers: A Coach the Coaches Workshop (1 - 2 days)
32. Policy, Training, Supervision, and Discipline in Today's Legal Environment (1 - 3 days)

For Civilian Personnel ("M" indicates Management Level Only)

1. Principles of Risk Management for the Public Employee (1 - 2 days)
2. Law and Liability for Police Dispatchers and Telecommunicators (4 hrs to 1 day)
3. Avoiding Civil Liability in Public Employment (4 hrs to 1 day)
4. Personnel Practices and Employment Law (M) (1 - 2 days)
5. Avoiding Sexual Harassment (4 hrs to 1 day)
6. Affirmative Action vs. Reverse Discrimination (M) (4 hrs to 1 day)

7. Human Relations and Communication Skills for the Public Contact Professional (1 day)
8. Physical Performance Standards for Public Employees (M) (4 hrs to 1 day)
9. Acceptance, Documentation and Handling of Complaints (M)(1 day)
10. Assuring Fairness and Consistency in Personnel Practices (M)(1 day)