

Randy Means Presents

A Total Quality Policing Seminar

Effectiveness
Integrity
Discipline
Accountability
Risk Management

Advanced Management Training for Police Command Staff

Leadership & Liability Prevention in Today's Legal Environment

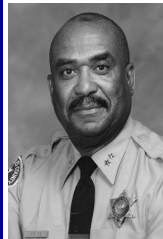
A Two Day Seminar Developed by
Randy Means

Randy Means is one of the most respected law enforcement trainers in America. He is a former Police Attorney for the City of Charlotte (NC). He has taught more than a quarter-million law enforcement officials and he has provided consulting services to hundreds of agencies, including many of the largest and best in the country.



Randy is the primary legal and risk management instructor for the IACP, and he has been a featured speaker at many of its national conferences and at multiple annual conferences of the FBINAA and PRIMA. Randy was the featured presenter on "Best Practices in Law Enforcement Training" at the 2008 ILEETA annual conference.

*Day One
taught by
Randy Means*



Curt Spears is a recently retired Chief of Operations and former head of Professional Standards and Training for the Los Angeles County Sheriffs Department. During his many years in police leadership roles, he pioneered many of the approaches which today are considered "Best Practices." He is a nationally recognized management trainer and regularly teaches proactive management of police discipline.

Greg Seidel is Patrol Commander at the Petersburg (VA) Police Bureau and is a 24 year law enforcement veteran. Captain Seidel is also the Director of The I.M.P.A.C.T. Project, a national law enforcement human development and customer service initiative. A graduate of the FBI National Academy and one of the country's most effective leader-teachers, his decorations include the Combat Cross and the Purple Heart.



*Day Two
taught by Randy Means
or one of these national
instructors*

Hosted by
Lakewood Police Department

July 22-23, 2009
Lakewood, Colorado

Seminar hours: 0800-1630
480 South Allison Parkway * Lakewood, CO 80226

Thomas & Means
Allied to Benefit
Law Enforcement



www.thomasandmeans.com

Advanced Management Training

Shaping
Organizational
Culture Through
Human Resource
Development,
Systems Design,
and Proper Use of
Standards

"On the national front, he has long been a powerful force in furthering police professionalism. I've been exposed to most of the best in law enforcement training. In my opinion, Randy Means is the 'master' of law enforcement legal training nationwide."

Charles Jordan, MPA
Chief of Police,
Hampton, VA

Topics will include...

Professional Standards and Employee Morale
The 3 Tiers of Organizational Accountability
Audits and Inspections
Re-Shaping Organizational Culture
Balanced Risk Management Philosophy
"Character-Based" Hiring
Valid Tests vs. Invalid Generalizations
Affirmative Action and Targeted Recruiting
Enhanced Background Investigations
"Re-Taking" the Field Training Function
Policy Manuals as Training Manuals
Top-Down/Bottom-Up Systems
In-Service Testing/Assessment
"Non-Traditional" Training Tools
"Career Development" and Rotation Policies
Improving Roll Call Training
Defining Supervisory Expectations
Unit Level Accountability
The Proactive Effects of Close Supervision
Keys to "Fairness" with Employees
"Constructive Confrontation"

Enhanced Supervision Techniques
Quality Control Methodologies
Early Intervention Systems
Activity to Negativity Ratios
Officer Centered "Charge Clusters"
Case/Evidence Performance Statistics
Another "Layer" of Early Recognition?
Avoiding "Statistical" Discrimination
Lawful Methods of Promoting Diversity
Brady/Giglio: Needed Policy and Procedures
"Fitness for Duty"
Avoiding Pitfalls in Light/Limited Duty
Five Do's and Don'ts in Secondary Employment
Sexual Harassment: What's Needed Today?
Age Discrimination Issues
Degree Requirements and Preferences
What the ADA Really Requires
An Evaluation System that Actually Works
Physical Fitness Standards
Reducing Fraternalization and Nepotism
Maintaining Duty and Honor Values
Human Relations Initiatives

Four easy ways to register...

Call: 704-895-5694, ext. 11

Email: bvhoffman@bellsouth.net

Fax this form to: 704-895-9034

Mail this form to: Thomas and Means, PO Box 2039, Huntersville, NC 28070 Payment Enclosed

Advanced Management Training
For Police Command Staff

o Lakewood, CO - July 22-23, 2009

Agency _____ Email _____

Address _____ Phone _____ Fax _____

City _____ State _____ Zip _____

Contact Name _____ Rank/Title _____

Participants (including rank or position): (Additional forms may be used for additional locations or participants)

Registration Date: _____ Purchase Order # _____

Seminar Tuition: Registration fee for this two-day program is \$195.00 per person. A written confirmation of registration will be sent to the contact name listed. Seminar fee includes all instructional costs and seminar materials. Payment (or purchase order) must be received in advance for admission to the seminar. Make checks payable to: Thomas and Means.

Additional Savings: Send three, fourth registration is free. Groups of five or more are \$145.00 per person.

Seminar Hours: The seminar will begin at 8:00 am and conclude by 4:30 pm each day.

Refund and Substitution Policy: A refund, less an administrative fee of \$30.00 per person, will be issued upon receipt of a written request at least 10 business days prior to the seminar. No refund will be made for a cancellation received less than 10 days in advance. We will gladly apply a registration fee to any of our future seminars or products. Substitutions can be made at any time.

Cancellation Policy: In the unlikely event of seminar cancellation, we will refund or credit your registration fee. We will reimburse any non-refundable, non-changeable airline ticket.

NOTE: These programs focus on non-punitive personnel practices. For information on our program entitled "Managing Police Discipline", including internal affairs investigations, offered 8 times a year across the country, please see our website at www.thomasandmeans.com.

For More Information: Contact Mark Dietel, Lakewood Police Department
303-987-7343 mardie@lakewoodco.org

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