

Performance Improvement Program (PIP)

Performance Directed Management-a VMA-Honors System class.

Hosted by the

Northwest Council of Inspectors General

Held at the Jackson Federal Building, 915 Second Ave, Seattle, WA 98174 (South Auditorium)

from 9am to 3pm on **February 28, 2019**

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.

Command and supervisory personnel from the following agencies are encouraged to attend:

Law Enforcement, Fire Services, 911 Emergency Communications, Corrections

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”

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 holds 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, use-of-force, and management and operational policies.

Regular Tuition: \$180 first registrant/\$160 each additional (PO's Vouchers, postmarked on or after February 22, 2019)

Prepaid Tuition: \$160 first registrant/ \$140 each additional (All cc payments and checks postmarked by February 21, 2019)

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

Fax this page to VMA 614-451-8905 Or call 800.331.8025 Or Email: Vanmeterassociates@Columbus.rr.com Online: www.vmanet.com

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