

# 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

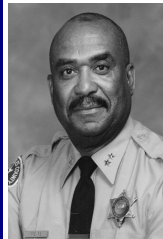
A Two Day Seminar Developed by  
Randy Means

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](http://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](mailto: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](http://www.thomasandmeans.com).

**For More Information:** Contact Mark Dietel, Lakewood Police Department  
303-987-7343 [mardie@lakewoodco.org](mailto:mardie@lakewoodco.org)

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