

Thomas & Means, L.L.P.

Total Quality Policing

Five One-Day Line Officer Training Programs

Changes in the law and in society have made policing a complex, often confusing, business. The legal and practical problems facing law enforcement officers are staggering. This seminar series helps officers manage these problems and remain physically, mentally and ethically strong.

Managing Legal Risks in Law Enforcement

This program shows how the law enforcement officer can use the law to his or her advantage, while minimizing the risk of civil liability. Coverage will emphasize the need to appropriately balance liability avoidance measures with the need for effective law enforcement. Specific strategies for risk reduction will be recommended. The program will include discussion of use of force, emergency vehicle operation, arrest and detention, search and seizure, forcible entry into private premises, and more.

Human Relations and Interpersonal Skills

This course teaches officers how positive personal contacts and anger management skills can make the officer safer and more effective. It teaches officers self-control and positive personal responses in situations that are critical for survival on the street, in the media, and in the courts. It focuses on issues of emotion and conflict management and problem solving. The program is highly practical and deals with real-life issues that daily confront the modern law enforcement officer.

Supercharged Criminal Investigations

Police investigations can be difficult but there are straightforward, guiding principles that, when applied, sharply increase investigative effectiveness. These are the proven pathways to success. Conscious decision to use these pathways involves doing things according to a plan, knowing that what you're doing is right, and being able to prove it. The program includes tips on sound report writing and effective courtroom testimony.

Policing with Honor: Applied Ethics in Law Enforcement

This seminar helps law enforcement officers achieve the highest levels of integrity, compassion, courtesy and competence. "Survival" for police officers shouldn't mean just staying alive. It should mean a high quality professional life, even flourishing - mentally, emotionally and ethically. The class is part lecture, part real-life stories, and a lot of open discussion. Focus is on application of ethical principles and the relationship of professional preparedness to ethical performance.

Physical Readiness for Law Enforcement Officers

The purpose of this program is to remind law enforcement officers of the importance of physical readiness, and motivate them to embrace habits that will improve performance, health, and quality of life. Participants will learn techniques for improving physical fitness and wellness. The levels of physical fitness required to do police work safely and effectively will be identified and officers will receive specific advice on how, exactly, to attain those standards.

Bob Thomas &
Randy Means

Our NEW
Line Officer
Total Quality Policing
Seminar Series
will help officers:

- Know the Law
- Maximize Effectiveness
- Reduce Complaints, Lawsuits and Liability
- Enhance Human Relations and Interpersonal Skills
- Improve Investigative Effectiveness
- Remain Ethically Strong
- Maintain Physical and Mental Fitness

Who Should Attend?
ALL
Law Enforcement
Officers



TOP Instructors

Our instructors are among the best in the nation. Some of them are featured below. To see a complete faculty roster please see our website at www.thomasandmeans.com



Randy Means, J.D., is a nationally recognized career police legal advisor. For many years he has been the primary legal and risk management instructor for the International Association of Chiefs of Police (IACP). He is the author of the "Law of Policing", the creator of the Police Authority Training System, and has trained a quarter-million law enforcement officers. He has done specialized in-house training for hundreds of law enforcement agencies, including some of the largest in America. He has been a speaker at national annual conferences of the FBI National Academy, has appeared on the FBI Training Network and has taught at the Federal Law Enforcement Training Centers - East and West. He has conducted law enforcement training in 47 states and Canada. His work has been mentioned in the *Wall Street Journal*, discussed on *60 Minutes* and featured on the Law Enforcement Television Network.



Sgt. Brian Fitch is a 24-year veteran of the Los Angeles County Sheriff's Department. He has worked a variety of assignments in field operations, the detective division, training and has worked as a supervisor in both patrol and confinement. A sergeant and Communication Skills trainer for the Sheriff's Department, he is an adjunct faculty member at California State University – Long Beach and has developed and instructed a variety of acclaimed communication courses throughout the country. He was featured on an "A & E" television special on interrogation techniques and has taught a number of interview and interrogation courses nationally and internationally, including for foreign governments. His Masters Degree in Communication Studies is from the University of California system; his Doctorate Degree in Human Development is from the Fielding Graduate Institute.



Bob Hoffman, M.S., is a retired Army Ranger Colonel and a West Point graduate. His assignments included commanding a Ranger Company in Viet Nam and serving as a professor in the Department of Physical Education at West Point. As Director of Training for the Army's Soldier Physical Fitness School, he helped revamp the Army's fitness program. In civilian life, he developed and implemented FitForce, a total fitness program for law enforcement officers and has presented related seminars across the country. He has published four books, written dozens of articles, and produced ten videos on law enforcement readiness and total fitness. He has a M.S., Physical Education, Exercise Physiology from Indiana University, is a Fitness Instructor with the American College of Sports Medicine, and a U.S. Army Master Fitness Trainer. He has completed Army Command and General Staff Colleges.



Capt. Greg Seidel has served the Bureau of Police in Petersburg, Virginia for 24 years. He currently commands the Investigations Division. His previous assignments include FTO, Deep Cover Narcotics Investigator, General Investigator, SWAT Team Member/Leader, Department Training Officer, Patrol Sergeant, Bureau Inspector and Watch Commander. He is a licensed Polygraph Examiner and certified instructor in firearms and chemical munitions, police cyclist, and fitness. He has instructed the US Army Military Police, the FBI, and municipal agencies in basic and advanced SWAT techniques and officer survival. He teaches nationally in the areas of interview and interrogation, advanced legal issues, human relations, interpersonal communication and leadership. His decorations include the Combat Cross and the Purple Heart and he is a graduate of the FBI National Academy.



Lt. Randy Sutton is a 29 year police veteran and Field Lieutenant with the Las Vegas Metropolitan Police Department, where he holds the distinction of being the most highly decorated police officer in the department's history. With an extensive background in Patrol, Investigations, Narcotics, and Community Policing, he previously managed the Advanced Training Section and is the senior editor of the respected police magazine, *The Training Wheel*. He is the author of two successful books, "TRUE BLUE Police Stories By Those Who Have Lived Them" and "A Cop's Life" and many articles including "Policing With Honor." He has been a Law Enforcement Commentator for *FOX News* and the *Maury Povitch Show*. He teaches courses on tactical ethics/ethical survival and lectures extensively nationally. His awards include the Medal of Valor and the Lifesaving Award.



For More Information or to Schedule or Co-host This Series of Seminars

Please Contact Cecilia Wagner, Program Manager

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or Visit our Website at

www.thomasandmeans.com