



Training Information



OU Health Science Center Police Department
OU University Research Park — PHF Conference Center
655 Research Parkway, Oklahoma City, OK. 73104
December 16, 2022 8:00am-4:00pm

ON-TARGET SOLUTIONS TO PROBLEM EMPLOYEES **CLEET # 21-0011**

Register at: [On-Target Solutions to Problem Employees](#)
or at: www.on-targetsolutionsgroup.com

This seminar is designed for: Law enforcement officers and supervisors responsible for case evaluation and management, or for commanders who are planning or developing improved case management processes to improve productivity. Additionally, this course will be valuable to senior investigators assigned to small units or small agencies who are primarily responsible for managing investigations in an informal leadership role. This training is appropriate for large or small agencies.

The objectives of this program are: addresses the administrative requirements for managing the investigative processes; the other focuses on managing the operations of the investigative unit, and the evaluation of investigative personnel. We will discuss selection of investigators and supervisors, proper auditing procedures, evaluation of personnel, making impactful changes as necessary for effectiveness, the need to triage cases for assignment as well as investigative techniques.

Topics Include:

- Defining the problem employee
- The organizational or supervisory role and the cause of the problem employee
- Morale in this department horrible!
- Understanding if the employee is a problem or troubled
- Preventing employees from becoming problems
- The role of positive discipline in shaping employees
- The impact of negative discipline
- The concept of dynamic counseling session
- The power of expectation
- Handling morale killers in your organization

"This class has been cataloged by the Council on Law Enforcement Education and Training for 16 hours of mandatory continuing education credit. Regarding any law enforcement concepts, practices, methods, techniques, products, or devices as might be taught, promoted, or otherwise espoused in outside schools or seminars, there is no intent, expressed or implied, that listing the course in the CLEET Course Catalog indicates or in any way conveys 'CLEET approval' of such concepts, practices, methods, techniques, products, or devices, unless such approval is explicitly stated by CLEET."

"Credibility well established based on background and knowledge. Good mix of PowerPoint, stories and class discussion. This is one of the few classes where more small-scale techniques and tactics may be useful in addition to the large-scale strategic items."

Lt. Cody Manuel, Stillwater PD

"Knowledgeable. Good experience in law enforcement command, able to provide overall, big-picture perspective of investigations supervision. Solid information, great supervision methods."

Lt. James Williams, Oklahoma City PD

"Really good instructor with actual real-world experience. Knows how to get the point across. Very interesting."

Lt. Robert Williams, Oklahoma State Bureau of Investigation

Fee \$175.00

(\$150 if 3 or more from same agency)

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