



RANDY MEANS & ASSOCIATES, LLC

RMA

ADVANCED INTERNAL AFFAIRS

Nuts, Bolts & Way Beyond

A TWO-DAY WORKSHOP ON CREATING AND MAINTAINING A 'WELL-DISCIPLINED' ORGANIZATION






The need to use a lot of punitive discipline suggests a poorly disciplined organization. In a "well-disciplined" organization, systems work properly and people do what they're supposed to do, including follow the rules. When they don't, additional measures begin.

This seminar presents internal affairs methods and initiatives, including focused policies and strengthened systems, to achieve proactive and reactive "disciplinary" goals.

LEAD INSTRUCTOR/FACILITATOR



RANDY MEANS, J.D.

-  Attorney with decades of experience working regularly in/with police internal affairs issues
-  Nationally recognized expert in police law, systems, leadership and accountability
-  Former military officer, second-in-command of a combatant naval vessel

Cost \$595 Per Person

This unique program teaches the knowledge and skills needed to conduct, supervise and manage internal affairs work in a way that reflects professional core values and increases public and officer trust in process fairness and legitimacy. It covers ordinary administrative matters and extraordinary matters like use of force, critical incidents, and officer-involved shootings. Focus is on thorough and highly-competent complaint handling and internal investigation. There is discussion of the role of regular supervisors in internal affairs and discipline processes, and also the proper use of disciplinary systems.

Workshop Topics

Current Legal Issues, Recent Cases, Foundational Cases
Selection and Training of IA Personnel
Use of a Triage Process to Ensure Proper Case Handling
Definition and Categorization of Complaints
Scene Handling, Evidence Collection & Case Preparation
Note-taking, Recording Techniques & Documentation
Complainant and Non-employee Interviews
Employee Interviews and Officer Representatives
Investigative Mindset, Methods and Style
Brady/Giglio and Consequent Matters
Inter-facing IA work with Progressive Discipline

Admin vs. Criminal Investigations: Garrity and More
Managing Support Personnel in Large Investigations
Interaction with the Media
Records Management, Notifications and Confidentiality
Helping Officers Deal with Stress
Handling Multi-Agency-Involved Shooting Incidents
Integrating IA Work with Early Recognition Systems
Preventative and Proactive Risk Management Issues
Liability Prevention in IA and Disciplinary Matters
Creation of IA Standard Operating Procedures
Use of IA personnel in Hiring and Training Functions

Your Instructors Will Be Randy Means and One or More of the Following Subject Matter Experts



Captain (Ret.) Greg Seidel, B.A., FBI NA-214 spent 25 years with an extraordinarily active Virginia agency where he commanded all major functions, including SWAT, Professional Standards and Internal Affairs. He has conducted and supervised dozens of death investigations, including officer-involved shootings, and overseen hundreds of internal affairs investigations. He teaches nationally on internal investigation and is an expert in the detection of deception.



Lt. Dave Sorenson, MPA, 24-year police veteran, has been a supervisor and manager for years in the Internal Affairs function of a large police department. He is also a licensed polygraph examiner, a Certified Litigation Specialist through the Americans for Effective Law Enforcement, a Certified Force Science Analyst through the Force Science Institute and an In-Custody Death Investigative Specialist through the Institute for the Prevention of In-Custody Deaths.



Colonel (Ret.) Pete Evans, BA, is the former Chief of Operations and, earlier, head of Profession Standards for the highly regarded Baltimore County Police Department in Maryland where he commanded approximately 1800 of its 2,000 sworn personnel. A graduate of the University of Maryland and U.S. Army infantry veteran, he is an expert in police policy design and a nationally respected trainer in professional standards and accountability.



Commander (Ret.) Rod Kusch, BA eventually specialized at the Los Angeles Sheriff's Department in both criminal and administrative investigations and served as division commander in both functions. Earlier, he also worked as an investigator and supervisor in both functions. A California POST certified instructor, he has taught leadership, professional standards and accountability in California and nationally for years, with Randy Means and many others.