



RANDY MEANS & ASSOCIATES, LLC

RMA

# Law Enforcement Training & Professional Services



This headgear symbolizes the beginning of modern policing.  
Today's officers are its future.

**Specialists in**

**Procedural Justice • Legitimacy • Leadership  
Strategy • Liability Prevention • Risk Management**

# Pioneering Leadership

Randy's early experience as a military leader and three decades of full-time service to law enforcement **gave him such special credibility with my staff** that he could take them directly from learning to doing. I personally have attended Randy's training programs since the mid-1990s.

**Sheriff (Ret.) Doug Gillespie**  
Chief of Police  
Las Vegas Metropolitan PD

A big part of my job over the years was to locate the finest trainers in America to teach for the organizations I served. **Randy is clearly one of the two best police legal trainers in the country.**

**Lt. (Ret.) Eric Edwards, JD**  
Former Police Legal Advisor  
Phoenix Police Department  
Past Executive Director, Arizona Association of Chiefs of Police

Randy Means has provided professional **services to more law enforcement agencies across America than anyone else I know of.** Based on actual experience, he probably knows more about what American law enforcement actually does than any of the so-called 'experts,' academic or otherwise.

**Reece Trimmer, JD**  
Harvard Law School Graduate,  
Former Law School Professor &  
nearly 40 year full-time Police Legal Advisor

**Most of the pioneers in law enforcement risk management began by attending Randy Means' training.** During my tenure, his training was mandatory for our command staff, our internal affairs supervisors, and our advanced use of force trainers. In the legal/risk management field, he is the best.

**Cdr. (Ret.) Lee McCown, MPA**  
Los Angeles County Sheriff's Department national award winning Risk Management Unit



**Randy Means, JD**  
Attorney at Law

Nationally recognized expert in police law, leadership, accountability and systems. Many years in-house counsel to a major city police department, former department head at a state law enforcement training center, and past head of the national association of law enforcement legal advisors.

Author of two books and 100+ published articles on police law, risk management and leadership, he has managed the Chief's Counsel column for *Police Chief* magazine and for many years wrote the law and risk management column for *Law & Order* magazine.

He has spoken at ten IACP annual conferences, multiple annual conferences of the FBINAA and PRIMA, appeared on both the Law Enforcement Television Network and the FBI Training Network, worked in every state and trained a half-million police officials. His work has been mentioned in the *Wall Street Journal* and featured on *60 Minutes*.

Son and brother of West Pointers, he himself was Operations Officer, then Executive Officer on a combatant naval vessel.

# Our Your Team

**50**

subject-matter experts who assist the firm with consulting & training

by  
the  
#’s

**1000**

years of aggregate experience

**10**

career police attorneys

**3**

licensed psychologists

**1**

emergency medicine physician

**1**

human factors expert

## Team of Experts

- Ph.D.’s in leadership, psychology, counseling, human development, management, data-driven analysis, strategic planning & detection of deception
- Master’s degrees in adult learning, communications, psychology, business, public administration, emergency management & urban studies
- Experts in use of force & de-escalation
- Almost all are career law enforcement officers, investigators and leaders; those who aren’t nonetheless have spent their careers serving law enforcement

# In-Person & Virtual Training

Advanced **Leadership** Skills  
Hot Topics for Police Administrators  
Critical Thinking & Decision-Making  
Managing Police Ethics  
Managing Police Discipline  
Advanced Supervision & Management  
Liability Prevention & **Risk Management**  
Constitutional Sound & Bias-Free Policing  
**Search & Seizure**: Legal/Practical Issues  
Interview & Interrogation: Best Practices  
Maintaining an Organizational Just Culture  
Improving Your Policy Manual  
Internal Affairs Nuts & Bolts  
Advanced **Internal Affairs**  
Managing the Human Relations Function  
Physical Readiness Programs & Standards  
Emotional Intelligence

Interpersonal Communication  
Managing Police Personnel Administration  
Advanced Forensic **Interviewing**  
Cultural & Human Diversity  
Criminal Interdiction for Patrol Officers  
Managing **Use of Force**  
Recruitment & Selection Methods  
Managing Emergency Vehicle Operation  
Effective **Report Writing**  
Courtroom Testimony  
Stress Management  
Mental Toughness: Optimum Mindset  
Supercharged Criminal Investigations  
**Strategic Planning** for Senior Leadership  
Data-Driven Policing  
Avoiding Workplace Harassment  
**Community Policing**

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## Workbook, Video & Computer-Based Training

**Constitutional Policing**

**Interpersonal Communication & De-Escalation Skills**

**Next Level Leadership – Advanced Supervision & Management Skills**

Created in-house by our experts, each involves 12, one-hour modules of e-learning

The price for a twelve-month subscription to each series is \$79 per participant. Discounts available for 50+ employees, purchasing all three programs, & for groups like regional academies, risk management pools & state associations. Call to discuss!

A paper workbook version of all computer-based training is available for agencies that prefer it  
A stand-alone video series supplements the workbooks or CBT or can be purchased separately

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## IMPACT Training System

**Human Relations & Communication Training & Assessment**

**A Video-Based, Computer-Assisted, Self-Guided Learning System**

Similar to video-based firearm training systems, the IMPACT Project uses 30 HD video scenarios to provide a safe & effective way to improve the most critical skill in policing:  
**verbal de-escalation**

# Professional Services

Renovate Your Policy Manual

- Why buy an off-the-rack, cookie-cutter policy manual?
- Why continue to use a policy manual that has been created piecemeal over the years?
- You can have a **customized policy manual** that fits your agency's history, culture & community
- A manual **made by a team of experts** in operations, administration, police systems and policy
- Created by **the** expert who arguably knows more about state-of-the-art law enforcement policy than anybody
- At a **lower cost** than the pre-fab manuals

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## Policy Manual Risk Review

A line-by-line review of your entire policy manual by **Randy Means** personally plus his full-day, in-person report on the manual's strengths and weaknesses with specific recommendations for its improvement.

Cost: \$9,950

(includes all travel expenses)

## Other Services

Strategic planning

Expert Witness Work

Personnel Issues Advice

System Analysis & Design

Incident Management Support

Critical Knowledge Assessments

Communication Skills Assessments

Risk Management Audits & Consults

To subscribe to our free quarterly Bulletin, email [info@RandyMeans.com](mailto:info@RandyMeans.com)

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