



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

60

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

by
the
#’s

1500

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
- 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

Video & Computer-Based Training

Constitutional Policing

Interpersonal Communication & De-Escalation Skills

Next Level Leadership – Advanced Supervision & Management Skills

Created in-house by our experts

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 of conflict

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

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 learn more about our services, email

Susan.Hupp@RandyMeans.com

or call 302-767-5002

or visit our website at

www.RandyMeans.com