



ITPM is pleased to offer this opportunity for professional development and training on:

Workplace Violence: Solutions Before the Reality

Violence is a complex phenomenon that has become pervasive in our lives. We are just beginning to learn how to deal with this problem. The violent behaviors of an individual in your organization are not necessarily a result of practices or characteristics internal to your company or organization. Much of the violence and precipitating behaviors is rooted in conditions that are essentially beyond the control of a single organization. One incident of workplace violence can easily cost an employer \$1,000,000 or more.

The goal of this training is to assist management and supervisory personnel to understand the dynamics of workplace violence and its association with drug use, and to develop appropriate prevention and intervention strategies to improve organizational employee safety.

Participants in this program will be able to:

- Examine the prevalence of workplace violence.
- Differentiate between types of violence.
- Assess typologies of threats.
- Assess internal and external violence levels.
- Profile characteristics of the violent employee.
- Explain the routine sequence of the perpetrator.
- Discuss the concept of the "Entitled Worker."
- Examine the causes of workplace violence.
- Discuss the dynamics of a "troubled workplace."
- Define the United States Code—Title 29 Labor/Chapter 15 Occupational Safety and Health #654 Duties of Employers and Employees.
- Conduct an organizational threat assessment evaluation.
- Assess the worksite safety factor of their organization.
- Apply the OODA loop as a threat assessment/intervention instrument.
- Develop, implement, and evaluate a worksite violence prevention program.

Training Format

This training employs the extensive use of educational resources for instructional development and facilitation. Adaptability is the key to this training. Since organizations have different needs, adaptability to your specific concerns will be developed, designed, and implemented into the training format.

Training Manual

A comprehensive training and resource manual will be provided for all program participants. This manual will be utilized extensively during the training and will be a valuable resource guide for future education in this area.

Training Instructors

Mr. Gary J. Metz, M.S.ED., M.P.A., CSAC, MAC
Mr. David A. Monk, M.P.A., CSAC, C.A.S., CPP

Metz and Monk each have over 25 years of experience working in the areas of substance abuse and violence prevention. They draw from their extensive experience and education to deliver the most current information and research available on topics of relevance to business, community, and society.

For more information regarding this and other ITPM training opportunities, contact:

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