

# Lethal Threat Deterrent Courses

## How To Manage Disgruntled Employees—4 Hours



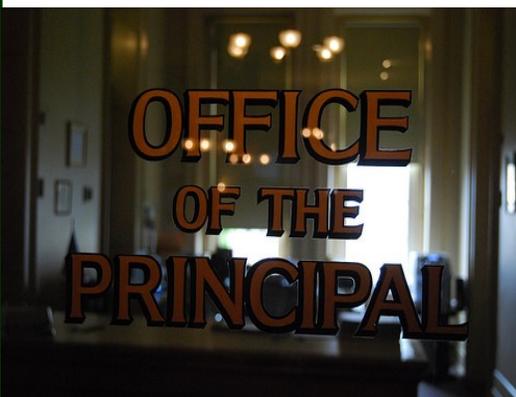
Disgruntled employees can be seen as a lost opportunity for an organization. By recognizing and dealing with displeased employees in advance, many problems can be avoided. This course will teach individuals the different cues and indicators of a possible disgruntled employee. Individuals will also learn different, effective techniques in dealing with disgruntled employees as well as utilizing the DISC Personality Diagnostics tool to deal with different personalities. This course focuses on proven communication techniques that are designed to manage an employee's frustration and engage employees in activities that will deal directly with the prevention of frustration.

## Effective Ways of Terminating An Employee—4 Hours

Terminating an employee is something no one wants to do. When confronted with the task of letting someone go, managers must be able to terminate that employee with dignity and compassion. This course teaches individuals effective, proven techniques when dealing with the termination of an employee. Individuals will learn who should be involved in the termination process, where and when to terminate, effective approaches when explaining the termination, recording techniques and effective communication of all relevant topics pertinent to the termination of an employee. This course will also touch on securing data once an employee is targeted for termination.



## Effective Ways of Suspending A Student—4 Hours



Suspension of a student has long been a hot topic of discussion and something no educator looks forward to doing. When confronted with the task of suspension, educators must be able to suspend the student with dignity and compassion. This course teaches individuals effective, proven techniques when dealing with the discipline and suspension of a student. The course will discuss who should be involved, and effective approaches when explaining the suspension to both the student and parents. Topics also covered are different alternatives to out-of-school suspensions and different discipline techniques and programs that have proved effective all over the country.

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## Conflict Resolution—4 Hours

Whether there is a disagreement in the workplace setting or learning environment, leaders must know how to effectively resolve a conflict. Participants will develop a basic understanding of individual, group and organizational conflict and how these conflicts are associated with roles, responsibilities and duties within an organizational setting. A discussion of the correlation of DISC personality diagnostic will be related to situational leadership and will assist in dealing with differing personalities. Skills learned are suitable for every volatile situation whether it involves a student, parent, teacher, or co-worker. Practical exercises and an explanation of how to resolve conflicts in the workplace will be provided. Individuals will learn through the use of video clips and PowerPoint slides that are used to reinforce the conceptual framework of the course.



## Using Your Environment to Recognize A Possible Threat—4 Hours



Violence prevention relies on having effective resources available, excellent communication between service administrators and community members, and the ability to recognize, report, and respond to a potential threat. It is recognized that each individual has the ability to prevent violence on a campus or in an organization through recognizing and reporting a potential threat. This course focuses on topics dealing with warning signs and cues, understanding how a threat develops, and how to respond to a threat. Topics include understanding and utilizing social media threats, verbal threats, threat assessments, and communicating heard threats to proper authorities. This course can be tailored for schools, universities, and businesses. We encourage training be all-inclusive with all staff, students, teachers, and other employees of the organization.