

# Officer & Agency Wellness

## *Hiring and Retiring Healthy®*

**Live-Stream Interactive Course**

**September 28, 2022 | 8:00am - 4:00pm, Central**

According to *American Police Beat* “somewhere between 2-6 times more officers kill themselves each year than are killed by the bad guys.” Thousands of officers are currently in crisis—experiencing trauma, family and financial distress, behavioral health challenges, substance abuse and other health issues. Employee wellness programs shouldn’t wait for crisis to occur, but should begin during the hiring process and continue through retirement. Both *preventative* programs and crisis intervention should be utilized to influence the professional and personal lives of employees and their families. When organizations identify healthy applicants and partner with health professionals to *maintain* employee health, these organizations have the potential to improve morale and productivity while reducing complaints and liability.

*Officer and Agency Wellness—Hiring and Retiring Healthy®* will introduce attendees to the innovative Indianapolis employee wellness program which US Attorney General Loretta Lynch stated “should be the model for law enforcement across the U.S.” Ground-breaking research and proven strategies to address officer distress from the Indianapolis Model© will be introduced in this course. These strategies are intended to aid agencies in reversing the trends of organizational paralysis that result in a failure to intervene as employees face personal and career crisis. Upon completion of this course, participants will have gained insight into strategies for designing an agency infrastructure that supports and maintains healthier employees.

**\$195 for the first  
attendee,  
\$95 per additional  
attendee**

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**REGISTER  
TODAY!**

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### Course Objectives

- Understand the importance of education and early intervention *before* officers are in crisis
- Identify health and resiliency traits during the recruiting and probationary process while there is still time to address long-term risk
- Understand how implementing organizational strategies for developing and maintaining healthy employees benefits the officer, the organization, the union, the community and the officer's family
- Identify, recognize and assess indicators of crisis and how to use the Indianapolis Model© to effectively intervene



### Captain Brian Nanavaty (Ret.)

#### Indianapolis Metropolitan Police Department

Captain Nanavaty spent 33 years with the Indianapolis Metropolitan Police Department (IMPD), retiring in 2017 as Professional Performance Manager for the Office of Police Officer Development and Wellness where his innovative officer wellness and development program created a culture of health and resulted in a reduction of departmental disciplinary referrals by 40%. During his career, Captain Nanavaty instructed thousands of officers, agency executives, union officials, insurance providers, and clinicians in the areas of personal and career survival.

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