

Saving Police Careers Through Early Intervention

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In law enforcement agencies across the country, there is a tendency to address misconduct issues *only after* the officer's situation has become the topic of media attention or even criminal charges. As a result, public trust is negatively affected and severe officer discipline—often termination—becomes inevitable. It is vital that agencies break this pattern and embrace early intervention as a method of minimizing the damage ultimately done to officer safety, public safety and officers' livelihoods when cumulative issues—left untreated—rise to the level of crisis.

This course will prepare public safety professionals, human resources personnel and union leaders to craft strategies intended to address police misconduct and crisis in the early stages, save careers when possible and increase the safety of law enforcement professionals and the public they serve.

**\$195 per
Attendee**

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Course Objectives:

- ▶ Identifying toxic officers and understanding the importance of **early intervention *before* officers are in crisis**
- ▶ The "**nuts and bolts**" of **early intervention** and the role of coaching and progressive discipline
- ▶ Performance appraisals as "wake-up calls" to save careers
- ▶ Engaging in early intervention with the goal of **decreasing discipline and minimizing liability**



Sergeant Brian A. McEwen

Indianapolis Metropolitan Police Department

Sergeant McEwen is a 20-year veteran of the Indianapolis Metropolitan Police Department and has a wide-range of experience in law enforcement, from working in the Operations Division as a uniformed patrol officer and supervisor, to working in the Office of the Chief.

For 5 years, Sergeant McEwen was assigned to the Professional Standards Branch, starting off in Internal Affairs and then becoming the departments Performance Standards Manager and Accreditation Manager, where he was responsible for ensuring accountability and compliance with department standards and policies, monitoring citizen's complaints, formal discipline, and the agency's performance appraisal system. Additionally, Sergeant McEwen lead the Office of Planning and Research, where his responsibilities included managing the departments written directive system and ensuring IMPD maintained CALEA (*Commission of Accreditation Law Enforcement Agencies*TM) national accreditation. Finally, Sergeant McEwen was responsible for creating the department's electronic special field reporting system, was instrumental in the creation and administration of the department's new disciplinary matrix system, and early intervention program. Sergeant McEwen now applies the principles and systems he helped develop as a uniformed patrol supervisor.

Sergeant McEwen is a four-time attendee of William Westfall's "Emerson Summit," which is an annual gathering of nationally recognized leaders in their fields. He is also an Indiana state certified Training Instructor, a graduate and faculty member of the IMPD Leadership Academy, and the 2016 recipient of the prestigious *IMPD Joshua Chamberlain Leadership Award*.

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