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FBI National Academy Associates, Inc.



SPEAKERS BUREAU

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Topic of Presentation	Employee Relations
Title of Presentation	Reset The Clock - Replace Liability with Credibility: Practical Employee Relations for Leaders in Law Enforcement
Length of Presentation	Two 7.5 hour days
Presentation Objective	Provide Leaders in Law Enforcement with comprehensive employee relations tactics and situation-specific advice so that department and personal liability is minimized.
Have you ever presented on this topic before?	Yes
Referral Source	Executive Board
Referral Source Name	Kevin Wingerson
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Presentation Description	Reset The Clock: A process used throughout the program that prevents plaintiff attorneys from taking something leaders did wrong or did not do and using it to attack future employee relations decisions that they make. Past events cannot be used to support future legal claims. In effect, both department and

personal liability clocks are reset.

This program focuses on "what to do." It provides a leadership framework that concentrates on what matters: Attendance - Performance - Conduct.

In this highly interactive and entertaining program specifically designed for leaders in law enforcement, situation-specific advice is provided:

Effective employee relations tactics that minimize department and personal liability.

Scripted responses to use in sensitive employee relations situations.

How to avoid hearing "You should have anticipated this" after an avoidable legal claim.

Leaders gain skill and increased confidence in handling employee relations situations that, while difficult and uncomfortable, must be addressed carefully to prevent legal problems.

Speaker Bio

Michael J. Mirarchi is recognized as a leading expert in employment-related lawsuit prevention. As an Employee Relations Counselor, he is dedicated to helping employers stay litigation-free.

Drawing from 30 years of experience in employment and labor law, as an employer defense attorney and as a Human Resources VP, he developed a unique litigation-avoidance program. He has presented it over 1,000 times to more than 25,000 leaders.

He has delivered the Law Enforcement version of the program to police departments and law enforcement associations (IACP, ILEA, FBINAA, LEMIT) across the U.S. He has conducted live TV broadcasts, webinars and on-line programs.