

Threat Assessment & Risk Management: Preventing Workplace Violence



Presenter Profile – Glenn WOODS

Glenn retired as Director of the RCMP Behavioural Sciences Program in 2007, at the rank of Superintendent, with 35 years police experience. He is a Board Certified Criminal Profiler with expertise in Behavioural Analysis as it relates to interpersonal violence.

Glenn has been involved in conducting threat assessments and developing risk management strategies for 20 years. He took a special interest in workplace violence during the aftermath of numerous traumatic incidents that took place in North America in the late 1990s, and was one of two Canadian profilers to attend an FBI symposium that studied these types of incidents.

Glenn coauthored, *“Threat Assessment Training Guide”* that has been used to train school administrators, psychologists, police officers and other school professionals in over 150 school districts across Canada.

He also brings a significant HR background having graduated from the British Columbia Institute of Technology Business Program (HR / Labour Relations) followed by five years in the RCMP Human Resources Directorate where he was involved in HR planning, staffing and eventually took charge of the National Recruiting program.

Glenn now works with Lions Gate Investigations Group, as a consultant who specializes in threat assessments specifically related to workplace violence.

This one day workshop is designed for Management, Human Resource, Corporate Security and Corporate Health / Safety professionals.

The training will provide participants with a comprehensive understanding of violent behaviour and the information required to:

- Understand the most common reasons for violence occurring;
- Recognize the importance of educating all staff about warning signs;
- Gain insight into the different motivations and personalities of violent individuals;
- Develop and establish policy and prevention programs using the best practices available.

In addition to presenting the theory, participants will have an opportunity to work on short case studies to better understand the issues and challenges. This workshop promises to be very interactive with a focus on discussing issues important to the audience with ample opportunity to ask questions.

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MORNING SESSION

08:00 – 09:45

- Legislation in Canada
- Understanding Motivations & Categories of Violent Behaviour
- Diversity of Violence & Common Myths
- Pathway to Violence - Warning Signs

10:15 – 12:00

- Threats & Threat making behaviour
- Traditional vs. Non-Traditional Perpetrators
- Motivations and Risk Factors
- Precipitating Stressors
- Overview of Threat Assessments

AFTERNOON SESSION

1:00 – 2:45

- Identifying and Reporting Violence in the Workplace
- Observable Characteristics and Behaviour
- Creating an Effective Prevention Program

3:00 – 4:00

- Response Teams - Mandate & Make-up
- Establishing Protocol & Team Training
- Outcomes - Dealing with potentially Violent Employees

Date: April 18, 2011 **Time:** 8:00am – 4:00pm

Venue: Century Plaza Hotel, 1015 Burrard St, Vancouver.

Ph# 604-687-0575 Toll Free# 1-800-663-1818 <http://www.century-plaza.com/>

Cost: \$350.00 + HST (12%) = \$392.00

Course Coordinators: Scot Filer & Rick Moss

Lions Gate Investigations Group

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