



# THREAT MANAGEMENT

*Immediate access to external threat experts adds a layer of assurance to mitigating emerging or urgent behavioral risks.*

When you're facing uncertainty over the reported, potentially threatening behaviors of a subject of concern, immediate access to expert support adds a layer of confidence to behavioral risk decisions. A quick phone call is all it takes to engage in active collaboration with a multi-faceted threat assessment and management team who can advise on the proper level of preventive next steps.

It's a process that often carries a sense of urgency as it moves from identification and investigation to assessment, intervention, mitigation and management. We'll listen to your concerns and quickly align the right cross-functional support behind your point of need.

Our team brings credentials and experience across specialized backgrounds in threat assessment and management, forensic psychology, threat investigations, open-source intelligence, protective services and law enforcement. We will engage every possible means to help you ease, resolve or manage concerns of potential workplace violence.

## ON-DEMAND VIOLENCE RISK AND THREAT CASE CONSULTATION

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If your internal team feels they need to elevate the violence risk screening process to an expert level for insight, guidance and advice, the Sikich team includes experts in threat assessment and management and others who've spent their careers involved in high-stakes situations in security and law enforcement. The team is well versed in strategically managing incidents – from assessing the threat and improving security to coordinating critical resources and messaging, and briefing internal and external authorities. Our team will gather and analyze critical information in order to gauge the preliminary level of concern and any necessary management strategies to implement immediately and mitigate negative consequences.

## BEHAVIORAL THREAT ASSESSMENT

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Once the preliminary level of violence risk is determined, a full behavioral threat assessment may be required, which includes:

A formal threat assessment investigation: Current life situation, mental and behavioral health history, potential motivation, attack-related behavior, mitigating factors, organization interest and affiliation, ownership of or ability to acquire weapons.

Open source intelligence: Collection and analysis of publicly available information from a wide range of sources including public records, media, the internet, deep and dark web. Analysts evaluate this information using tools and cross-references to turn raw data into insights and intelligence. Supports our threat management strategies ranging from psychological and mental health intervention and treatment to arrest and conviction by law enforcement. This information provides context to our recommendations from helping an employee through a tough patch to safe terminations.

## PSYCHOLOGICAL EVALUATION OF VIOLENCE RISK

Relying on specialized education, experience, instinct and structured risk assessment tools, the forensic psychologist identifies the level of violence risk potential of a concerning individual. The psychologist can evaluate the individual either in person or indirectly through information gathering and interviews, depending on need and circumstances. The outcomes of these interventions add an exponential ability to assess, intervene and manage an individual on the pathway to violence.

## THREAT CASE MANAGEMENT SUPPORT

The Sikich Workforce Risk Management team can provide ongoing case management support. Outreach to the subject of concern's family members and mental health professionals can provide key information. Liaison with law enforcement, protective services and/or surveillance may be recommended. Threat monitoring of open sources may be recommended for a period of time even after the initial risk has been averted. And if the incident has disrupted your operations, we can help with crisis communication strategy and implementation, post-incident recovery, support and continuity messaging.

Our threat assessment and management experts are always ready to activate a violence risk consultation when clients need support in managing emerging or urgent risks.



## CURRENT & ALIGNED

Our training curriculums align with guidelines, research and advisory at the forefront of proactive violence prevention and behavioral threat management including:

- Association of Threat Assessment Professionals (ATAP)
- ASIS International
- Department of Defense (DOD)
- Department of Homeland Security (DHS)
- Federal Bureau of Investigations (FBI)
- National Insider Threat Task Force (NITTF)
- Occupational Safety and Health Agency (OSHA)
- Society of Human Resource Management (SHRM)
- United States Secret Service (USSS)

## OUR EXPERTS



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