



# TRAINING SERVICES

*Empower your workforce with ongoing training and awareness initiatives to advance a culture of safety and respect.*

Training is essential to establishing and sustaining a safe and thriving workplace – it helps build a strong and supportive culture where employees, supervisors, managers and other leaders become force-multipliers in prevention and security. Our comprehensive training menu offers opportunities to educate and practice the essential skills of violence prevention, intervention, management and response. The principles we teach foster a common understanding and shared sense of responsibility in preserving physical and psychological safety across the workforce.

Our training empowers people by focusing first on the why and how that connects to best-practice standards, guidelines, research and real-world needs of your workforce in creating safe, supportive and violence-free workplaces.

Training is available in-person, virtually or online to best fit the needs of your organization. All courses offer opportunities for incorporating your branding, a personal message or video from your CEO or leadership and key content or links from your related policies, programs and resources.

## WORKPLACE VIOLENCE PREVENTION FUNDAMENTALS FOR THE ENTIRE WORKFORCE

Training your entire workforce on the fundamentals of proactive prevention is critical. An engaged, educated workforce is better prepared to identify and report concerning behaviors and understands that early intervention is a means of support. This training meets and exceeds the requirements of CA SB 553.

## WORKPLACE VIOLENCE PREVENTION TRAINING FOR PEOPLE LEADERS

Strong leaders are essential to workplace violence prevention. This course prepares leaders across all organizational levels to champion and model behavioral accountability, transparency and trust. Leaders learn how building a culture of support can help employees gain confidence in speaking up. We help your leaders heighten their awareness of work-related and personal stressors that can affect your employees. Training also brings clarity to the duty of leaders to ensure consistency and compliance in responding to disruptive behaviors or reported concerns.

## EXPERT SUPPORT FOR COMPLIANCE WITH CALIFORNIA SENATE BILL 553

Do you have the time, resources and expertise to comply with SB 553's specific requirements?

The Sikich Workforce Risk Management team can help. When you partner with us, we offer:

- Guidance on customizing your workplace violence prevention plan
- An employee survey template to meet the employee involvement requirement
- An SB553-compliant e-learning course for your workforce
- Recordkeeping logs for hazards and incidents
- On-site assessment of potential hazards and recommended mitigation measures
- Support and guidance on conducting internal investigations

## BEHAVIORAL RISK MANAGEMENT WORKSHOP FOR THREAT MANAGEMENT TEAMS

Threat Management Team members should receive specialized training in the behavioral or psychological aspects of workplace violence, violence risk screening, investigatory and intervention techniques, incident resolution and multi-disciplinary case management. Roles and responsibilities of team members as well as how to handle domestic violence, untreated mental health issues and suicidal ideations will be covered in this valuable training.

## ADVANCED CONCEPTS WORKSHOP FOR THREAT MANAGEMENT TEAMS

Recurring training deepens knowledge and cultivates collaboration among this diverse team. We can work with you to design a customized curriculum of critical topics that best fit the real-world needs of your threat management team.

## DE-ESCALATION TRAINING

This course will provide valuable skills to assess and defuse a situation before it escalates and reduce the likelihood of violence or injury. Topics include communication theory, early identification of potential problems, interpretation of body language and posture, common emotional or behavioral problems, and effective verbal interactions. The techniques shared are intended to prevent problems from escalating, and to resolve potentially dangerous situations calmly and decisively while maintaining respect for the individual of concern. This training can be customized for security staff, customer-service and public-facing employees, among others.

## ACTIVE ASSAILANT AWARENESS AND RESPONSE TRAINING FOR THE ENTIRE WORKFORCE

This course includes but goes beyond the key principles of “run, hide, fight” to provide a potentially life-saving skillset to your workforce should they ever be faced with an attack by an active assailant. Participants learn about situational awareness, the importance of remaining calm and what to expect when police arrive. Lessons learned from past incidents are also presented.

## MEDIA TRAINING

Our team of public relations experts will customize an in-person or virtual training to instruct your CEO, specific spokespeople, or an entire team, to confidently deliver key talking points and answer tough questions from media reporters or important stakeholders. Training participants will improve their ability to clearly deliver sound bites and learn how to work with reporters during a crisis.

## CURRENT & ALIGNED

Our training aligns with standards, guidance and the latest research from organizations 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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