



## Training Information



**Iowa Law Enforcement Academy**  
**Held at: Za-Ga-Zig Shrine**  
**1100 Shriners Parkway Altoona, Ia. 50009**  
**February 5, 2020 8:00am-4:00pm**

### **ON-TARGET SOLUTIONS TO PROBLEM EMPLOYEES**

**Register at: On-Target Solutions to Problem Employees**  
**or at: [www.on-targetsolutionsgroup.com](http://www.on-targetsolutionsgroup.com)**

**Who should attend:** This one day course is designed for all government professionals from chief executive officer to first-line supervisors that manage employees.

Problem employees can cause problems and wreak havoc within their organizations. Left unaddressed, problem employees are often allowed to infect the organization without providing value. This upbeat and interactive course provides real world, successful examples on how to deal with different types of problem employees. Every government agency struggles with employees that are insubordinate, lazy, abuse sick time, display negative attitudes, and commit misconduct. Many executives and supervisors are ill equipped to deal with these problems other than with traditional discipline. On-Target Solutions to Problem Employees provides the government professional with the knowledge and tools necessary to deal with all types of problem employees. **This course will influence participants' opinions and attitudes and provide specific and proven ways how to handle problem employees!**

#### **Topics Include:**

- Defining the problem employee
- The organizational or supervisory role and the cause of the problem employee
- Morale in this department horrible!
- Preventing employees from becoming problems
- The role of positive discipline in shaping employees
- Generational issues that cause problems
- The concept of dynamic counseling sessions
- Problem employee or problem boss?
- Marginal employees
- Handling morale killers in your organization

#### **Comments from Iowa LE attendees:**

*"Should be required for all new or hopeful supervisors. Real world examples".*

**Sgt. Jeremy Ripperger, Ankeny PD**

*"I have no doubt that I will become a better supervisor for having attended this course. I liked the section on generational differences".*

**Sgt. Jerry Blomgren, Iowa City PD**

*"Real life examples and can take what was taught and implement immediately".*

**Sgt. Stephanie Braun, Ankeny PD**

*"I highly recommend this class for any supervisor or aspiring supervisor. Well put together...great instructions with real life examples".*

**Asst. Chief Dustin Blackburn, Meskwaki Nation PD**

**On-Target Solutions Group, Inc.**  
**P.O. Box 491 Yorkville, IL 60560**  
**815-545-1609**

**Fee \$175.00**

(\$150.00 if 3 or more from same agency or if attending Internal Affairs course on Feb. 3-4, 2020)