

Behavioral Threat Assessment Workshop for HR professionals

September 13-14, 2021 | 1-4pm ET
Virtual

In this two-day, virtual workshop for Human Resources professionals, Control Risks' Threat Assessment experts combine presentations and interactive exercises to educate participants on strategies for workplace violence prevention and response.

Participants will receive:

- ▶ A critical understanding of the evidence related to workplace conflict and potential violence
- ▶ Recommended best practices for human resources in the mitigation of workplace violence
- ▶ Education around mental health issues and their impact on the workplace
- ▶ Information about industry standards for a defensible workplace violence prevention program, including identifying, triaging and investigating concerning behaviors
- ▶ An interactive scenario incorporating concepts from the workshop sessions



5.5 SHRM PDCs

Why Control Risks?

Control Risks is a specialist risk consulting firm with a 45-year history in crisis readiness, response, and recovery. Drawing on our cross-disciplinary expertise across 34 global offices, the threat assessment workshops are taught by world-renowned experts formerly of the FBI Behavioral Analysis Unit.

[Learn more about our instructors.](#)



What does it cost?

USD \$850, per participant



Who should attend?

Human Resources professionals and managers who have a role in workplace violence prevention



Agenda



Part 1 Interviewing

- ▶ Developing and deploying effective strategies for human resource-based interviews is a critical component of a workplace violence prevention plan.
- ▶ This session will examine evidence-based concepts for conducting highly effective interviews for both the assessment and mitigation of possible threats to the workplace.



Part 2 Problematic terminations

- ▶ The difficult task of terminating employees can precipitate incidents of workplace violence. Handled poorly, any termination has the potential to amplify an employee's sense of uncertainty, shock, and even hostility towards an organization.
- ▶ In this important session, our experts will share recommended strategies and best practices for termination meetings to ensure they are handled in a way that is both compassionate and safe.



Part 3 Stressors/mental health/suicidality

- ▶ Mental health, suicide, and navigating stressors: this block of instruction will provide an in-depth review of the impact of mental health issues in the workplace, with an emphasis on the impact of stressors brought about by the pandemic environment the continued impact in the current phase of the pandemic response.
- ▶ The critical role of human resource professionals in the management of and response to employee mental health challenges will be discussed, including fit-for-duty exams and strategies for accommodating mental health issues in the workplace.



Part 4 Domestic violence and stalking

- ▶ Domestic and intimate partner violence: with more employees working remotely and from home – and with an increase in financial strain – domestic violence rates are skyrocketing.
- ▶ What are your responsibilities as an employer and what are signs of abuse that can be remotely detected?



Part 5 Threat assessment management and the pathway to violence

- ▶ Many individuals find themselves facing more life-challenging stressors than ever before, and the return to work is expected to bring new conflicts. Recognizing the common indicators of future targeted violence is key to its prevention and mitigation.
- ▶ In this session, the various steps that comprise the “pathway to violence” will be discussed as well as how behaviors associated with each step may manifest in the workplace.



Part 6 Legal issues / duty of care

- ▶ A variety of legal issues pertinent to a defensible workplace violence prevention program will be discussed. Topics will include duty of care, Americans with Disabilities Act (ADA), “guns in trunk” laws, fit-for-duty assessments, etc.



Part 7 Interactive scenario exercise

- ▶ Participants will engage in a realistic and challenging interactive exercise at the end of the course reflecting many of the concepts presented during the Workshop.