

Management's Rights

(Performance Directed Management- A VMA-Honors System class)

Hosted by and held at the

Coweta Police Department

212 N Broadway, Coweta, OK 74429

October 23, 2019 from 8am-4pm

OK #15-3021

This course teaches that the employment relationship is an enforceable contract wherein management has inherent and enforceable rights. These rights include requiring employees to: attend work on a regular basis, give a fair day's work, be subordinate, lawful to directives, perform to standards, get along with others and to be loyal to their employer's lawful business needs. The problem is that the traditional people-oriented style of management has been seriously weakened by 40 years of employee labor and employee rights laws. A performance-oriented model of management based on principles found in contract law, economics and Performance Theory is a more powerful, practical, simpler and enforceable alternative. We are a "How to" company providing answers.

Command and Supervisory Personnel from the following agencies are encouraged to attend: Law Enforcement, Fire Services, 9-1-1 Emergency Services, Corrections

Topics Include:

- Understanding why management must move away from people management and move towards performance management
- Providing support for the fact that courts and arbiters support the enforcement of management rights
- Defining the "Universal Rights" of management
- Designing the foundation for a performance-oriented style of management



"Manage Performance not Performers"

Attendees will receive a certificate of training, a class manual and hard copies of model forms and policies to use as resources for implementing this program into their agency. Class size is limited so please register early.

Regular Tuition: \$180 first registrant/\$160 each additional (PO's Vouchers, postmarked on or after October 17, 2019)

Prepaid Tuition: \$160 first registrant/ \$140 each additional (All cc payments and checks postmarked by October 16, 2019)

P.O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

Fax this page to VMA 614-451-8905 Call 800.331.8025 Email: vanmeterassociates@columbus.rr.com Online: www.vmanet.com

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