

**N**  Ness Worldwide  
Law Enforcement  
Training & Consulting

*Knowledge and information is law enforcement's most valuable resource*

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*Leading Through  
Innovation That  
Shapes The Future*

*The mission of Ness Worldwide is to assist government, law enforcement, security and educational entities in achieving their preferred operational and training objectives successfully with integrity and competence to attain long lasting outcomes and relationships.*

***Ness Worldwide Law Enforcement Training & Consulting possess the highest professional standards related to education, training, experience, and integrity to create success for our customers***

## **Comprehensive Management & Training Consulting Services**

Since **2005**, Ness Worldwide has been developing and offering quality training and management services that deliver results. Ness Worldwide (Ness & Associates, LLC) is a **full service management and training consulting firm** specializing in public and personal safety and security concerns for government, law enforcement, security, education and business.

### **INNOVATIVE SERVICE WITH FRESH THINKING**

We help government; law enforcement, security, education and business reduce risks and their overall cost of training and management services through proven solutions. We deliver Training and Management consulting services that empower our clients to achieve consistent and sustained results

Above all, we put your needs and expectations first. Ness Worldwide is dedicated to providing **quality** services and our philosophy is quite simple -- to offer our clients **unequaled quality training and services at reasonable costs**.

### **NESS & ASSOCIATES, LLC HIGHLIGHTS INCLUDE:**

- Highly seasoned consultants with over 20 years' average experience
- Criminal justice and educational specialists with deep expertise and an understanding of the unique business metrics and challenges of individual agency needs
- Single point-of-contact training and management consultant who coordinates and optimizes services to clients' needs.
- Institute For Public Safety Innovation And Leadership offering clients "virtual learning" on emerging best practices

### WHAT WE OFFER OUR CLIENTS

We are passionate about helping large organizations take a thoughtful, strategic approach with solutions that drive tangible value. We create a unique program for each client—integrating the latest best practices training and management technique services. We then collaborate with you to manage your solutions, implement effective strategies, and optimize the training and management process.

- **Management and Leadership Training**
- **Police & Security**
- **Human Resources**
- **Education Services**
- **Research & Development**
- **Professional Standards**
- **Custom and Specialized Training**
- **Curriculum and Program Development**
- **Agency assessment and infrastructure analysis**
- **Policy and Procedure Development**
- **Executive Recruitment**

## Determine Your Needs and Develop a Plan

1. *Initial meeting with agency leadership to determine training needs.*
2. *Choose the topics presented, designed specifically to your needs.*
3. *Establish who should attend, set dates, and time.*
4. *We do the rest!*



Veteran Owned Small Business

## HOST A NESS WORLDWIDE TRAINING SESSION

We are passionate about helping your department take a thoughtful, strategic approach with solutions that drive tangible value. We can create a unique program for you—integrating the latest best practices, or you can choose from our list of courses listed. A unique aspect of our workshops is where participants integrate learning into their day-to-day police assignments.

Our training focuses on producing “guardians of democracy” who serve and protect instead of “warriors” who conquer and control. We create a collegial atmosphere rather than the military-boot-camp atmosphere. We focus on field exercises that enhance communication and listening skills. If your current training focuses on the overarching identity of ‘I’m a warrior,’ then your officers will approach every situation like they must conquer and win, you may have a conflict where it is necessary for an officer to puff up and quickly take control. But in most situations, it’s better if officers know how to communicate, listen, calm things down, and slow down the action in a professional documented manner.

Best of all, In exchange for your department hosting training, Ness Worldwide Law Enforcement Training & Consulting will provide free training for your officers depending on the total enrollment. If interested in co-hosting a program or for more information contact James J. Ness, PhD at [jamesness@nessassociates.com](mailto:jamesness@nessassociates.com) or call 602-284-9123.

### NESS WORLDWIDE LAW ENFORCEMENT TRAINING PROGRAMS

**CRISIS INTERVENTION AWARENESS AND DE-ESCALATION (CIAD):** This customized CIAD course is based on the Seattle PD program and is an 8-hour course providing, skills-based training to officers on identifying behaviors associated with persons in crisis and tools to assist officers in de-escalation. The goal is to enhance the ability of the officers to effectively identify and intervene with individuals who are exhibiting mental-health, alcohol, drug or other related behaviors and symptoms. **This course has been determined to qualify for AZ POST continuing training credit.**

**MANAGEMENT FOR SMALL AND RURAL POLICE DEPARTMENTS:** This course is a management education and training program designed to prepare rural law enforcement executives for the unique challenges they face as agency heads of small agencies. The purpose of this program is to

make training for rural law enforcement agencies both obtainable and affordable. It addresses a variety of management issues confronting rural law enforcement executives, while also providing them with a forum to discuss common problems and explore workable solutions. The format encourages participants to share ideas and build relationships with others in their field. **This course has been determined to qualify for AZ POST continuing training credit.**

**DECISION MAKING AND PROBLEM SOLVING: LEADERSHIP FOR THE 21<sup>ST</sup> CENTURY:** This 16 hour workshop is designed specifically for police supervisors and command officers. Decision making is how we cope with our environment and police issues. From the beginning of the work day we are constantly making decisions and solving problems. Throughout each day we are confronted with a variety of problems and decisions that require a rational, thoughtful response. Problem Solving and Decision Making presents a structure, process and tools to help police solve problems and make decisions. This course is about proactively attacking problems and making timely decisions that help you solve work problems and make decisions to bring value to your agency and your community. **This course has been determined to qualify for AZ POST continuing training credit.**

**POLICE LEADERSHIP FOR THE 21<sup>ST</sup> CENTURY:** This program is a career development tool that provides a unique opportunity for law enforcement professionals to develop and refine their leadership skills in a basic leadership/supervisory training program. The course is designed to encourage law enforcement professionals to explore the conceptual framework of modern police leadership, address the new global realities that managers and supervisors need to change their leadership styles, and meet the challenges and requirements of a culturally diverse society and workforce. **This course has been determined to qualify for AZ POST and NV POST continuing training credit.**

**FUNDAMENTALS OF SUPERVISION FOR DETENTION:** This 8 hour customized program is designed for the first line detention supervisor. The relationship between management and supervisors as well as personnel supervision, leadership, morale, discipline, as well as communications and motivation of employees are but a few topics discusses. The course will examine and apply supervising competencies, responsibilities, tools, roles, and goals. Identify and understand various supervisory styles and problem solving strategies, effective communications, and performance issues.

**POLICE SUPERVISION FOR THE 21<sup>ST</sup> CENTURY:** This customized program is designed for the first line supervisor. The relationship between management and supervisors as well as personnel supervision, leadership, morale, discipline, as well as communications and motivation of employees are but a few topics discusses. Other topics of discussion include legal issues; police and the public; police procedures; mechanics for arrest and educational electives. **This course has been determined to qualify for AZ POST continuing training credit.**

**ECONOMIC BASED POLICING:** This Economic Based Policing techniques course address issues on how to create a functional police investigative unit to counteract the shadow economy

and disrupt criminal organizations and issues concerning the effects of the shadow economy from both a domestic and national security framework. Further, this course provides solutions, management framework, and strategies to infiltrate and destabilize criminal organizations. **This course has been determined to qualify for AZ POST continuing training credit.**

**MANAGEMENT AND IMPLEMENTATION OF TRAINING THE TRAINER: PLANNING FOR EFFECTIVE TRAINING:** Training is the process of acquiring specific skills to perform a job better. It helps people to become qualified and proficient in doing different tasks. Police Department facilitate the employees' learning through providing qualified and experienced trainers so the training will modify behavior and contribute to the attainment of the department's goals and objectives. This 32 hour course presents a practical, how-to overview of the entire training function. New trainers will gain a strong foundation in critical training skills and seasoned trainers will be introduced to new approaches for delivering powerful training. This course focuses on what happens before, during, and after you deliver training, and what to do if training is not the right solution. This course also examines the management and responsibilities as they pertain to training and implementation of the training process. Trainers must proactively seek learning opportunities for employees in order for police organizations to be innovative and successful. **This course has been determined to qualify for AZ POST continuing training credit.**

**INVESTIGATIVE REPORT WRITING FOR LAW ENFORCEMENT PERSONNEL:** This course is designed for law enforcement personnel to focus on writing that is job related and to establish criteria that can serve as a guideline for that will prepare a clear, concise, direct, well organized and logical investigative report. The course focuses on writing that establishes technical and legal requirements that articulate facts through careful, precise, organized reports and documents. Emphasis on vocabulary, spelling, grammatical structure and actual writing exercises to improve the student's experience. **This course has been determined to qualify for AZ POST continuing training credit.**

**INTERPERSONAL PERSPECTIVES: A REFRESHER OF LESSONS LEARNED BUILDING ALLIANCES THROUGH COMMUNICATIONS:** Communication is a fundamental skill that is a necessity in order to: build and maintain positive relationships in a personal and professional environment; convey clearly organized messages to public audiences; work effectively in groups; and effectively perform during job interviews. This 8 hour course focuses on the development of basic communication skills necessary to achieve goals in a variety of communication episodes and contexts. While students will have the opportunity to develop many communication skills, this course primarily focuses on oral communication skills in a variety of contexts. This course focuses on de-escalation of encounters through communication. **This course has been determined to qualify for AZ POST continuing training credit.**

**PREPARING FOR THE INEVITABLE: LIFE, RETIREMENT AND DEATH – ESTATE PLANNING FOR POLICE OFFICERS AND FAMILIES:** While many of police officers and their families like to think that they are immortal and not discuss a variety of possible events that could occur in this profession, the old joke is that only two things in life are for sure: death and taxes The focus of this 6 hour **POLICE AND FAMILY: HELPING TO BALANCE THE POLICE FAMILY RELATIONSHIP**

course is to assist police officers and their families to survive the law enforcement career and prepare for the inevitable facts of life. There is low effort and high reward in having a family plan. Not only is it important that you have a plan in place in the unlikely event of a line of duty death, but you must also implement your plan and make sure others know about it and understand your wishes - as Benjamin Franklin's famous quote goes, "by failing to prepare, you are preparing to fail". If you've procrastinated on your estate planning, this course will help you get going in the right direction. Customized Course. **This course has been determined to qualify for AZ POST continuing training credit.**

**STRATEGIC LEADERSHIP AND MANAGEMENT** - This 2 hour or customized course draws concepts from Business and Management and is designed to expose students to foundational theories, conceptual frameworks, methodologies, and strategies used in law enforcement, corrections and the judiciary. Students will identify and apply strategic models to analyze problems, formulate strategic solutions, and make sound decisions. **This course has been determined to qualify for AZ POST continuing training credit.**

**THE CHALLENGES OF LAW ENFORCEMENT LEADERSHIP IN THE 21<sup>ST</sup> CENTURY:** - This 2 hour "The Challenges of Law Enforcement Leadership in the 21<sup>st</sup> Century Training is committed to fostering the mission and values of organizations and focuses on providing quality Leadership. Good leadership is about understanding those under your charge while maintaining a check on the task at hand. There is the old adage that leaders remain at the front and practice a "come on attitude" rather than a "go on attitude." To sow the seeds of a culture of good leadership, everyone must be in sync with the undertaking at hand. There must be an understanding that every member of the team is a leader. **This course has been determined to qualify for AZ POST continuing training credit.**

**CAREER LEADERSHIP** - This 2 hour course examines career planning and career management in the context of law enforcement organizations. It presents career management concepts and strategies, linking these to both individual and organizational goals as well as to broader environmental trends. Topics include workforce planning and development, assessing skills and competencies, networking, negotiation, career-conversations, coaching, and exercising influence. **This course has been determined to qualify for AZ POST continuing training credit.**

**TRAFFIC ENFORCEMENT** – This course provides traffic enforcement strategies as an effective tool to enhance proactive policing in the community. Customized Course. **This course has been determined to qualify for AZ POST continuing training credit.**

**CHOP SHOPS** –This course provides strategic and intelligence sourcing to identify, locate, and close vehicle chop shops. Customized Course. **This course has been determined to qualify for AZ POST continuing training credit.**

**AUTO THEFT** –This course provides strategies and techniques to reduce auto theft. Customized Course. **This course has been determined to qualify for AZ POST continuing training credit.**

**METAL THEFT** –This course provides strategies and techniques to reduce metal theft. The scrap metal industry generates \$90 billion in revenues in the United States and burglars understand the value of pursuing metal theft. Customized Course. **This course has been determined to qualify for AZ POST continuing training credit.**

**THE ROLE OF RELIGIOUS LEADERS IN CRISIS ENCOUNTERS: PROTECTING YOUR CONGREGATION:**

The purpose of this customized class is to educate church leadership and staff to be proficient in both understanding and execution of traumatic encounters and active shooter response protocols. While houses of worship traditionally are places of safety and peace, they are not immune to gun violence or other traumatic encounters and shootings in houses of worship are rare. They can however result in many fatalities and traumatize a community. Religious leader should help their congregation be prepared for this type of crisis.

**LEADERSHIP AT EVERY LEVEL:**

This course will focus on leadership. Regardless of your position, there are leaders at every level. Students will learn that everyone has a role to play, to accept your position and do it to the best of your abilities. Students will be able to identify, define and discuss leaders/leadership. Students will develop and discuss leadership styles. Students will learn and understand what it means to treat people right, and how treating people right will and can accomplish many goals and strategies.

**EXECUTIVE DEVELOPMENT: LEADERSHIP FOR THE 21ST CENTURY:**

This 5 day course is designed for the new Chief/Sheriff and top level management personnel to assist them in their transition into positions of greater leadership and responsibility. This flexible innovative, interactive, and informative program will aid in the development of law enforcement professionals everywhere. This intensive course places an emphasis on the development of skills and abilities in all sectors of police management and addresses current organizational management issues such as recruitment and selection, training, policy development, problem solving and decision making. This course is instructed by current practitioners or recently retired executives.

**LEADERSHIP AND POLICE MANAGEMENT:**

This course is designed to improve leadership and management skills at all levels. This course will allow the leader to gain knowledge through practical exercises in: problem solving, decision making, strategic planning, effective communication, tactical communication, basic patrol tactics, risk assessments and control measures, using evaluations as a tool, team building, remedial training and resources, mentoring and servant leadership, and military leadership approaches.

**TEAM BUILDING:**

This course concentrates on core values of team building, and provides templates for creating vision, goals, strategies, and structure.

**OBJECTIVE & PERFORMANCE CRITERIA:**

This course builds upon the literature of Compstat and balanced scorecards (BSC) from which the organization may define and monitor its core competency, core technology, enabling technology, organization structure, business technology management, sociotechnical systems,



and change management strategies. Further, the course is designed to evaluate relationships between social and technical functions, determine genuine value, validate or negate human performance and financial expenditures, provide benchmarks for decisions and assessments, comparative analysis (past, present, and future), and measure decision-making processes that affect organization performance.

**DELEGATION & EMPOWERMENT TRAINING:**

This course provides theoretic foundations for delegation and empowerment, provides templates for easy application, and suggests strategies to assimilate delegation and empowerment into the work environment.

**CHANGE MANAGEMENT:**

This course provides both theoretic and pragmatic application for the learner, case studies, and templates for change from which the leader can use to implement change within the work environment. This course is designed for upper-management level participants.

**UNDERSTANDING AND BUILDING PUBLIC AND PRIVATE PARTNERSHIPS:**

This course provides framework for upper-management to pursue and create permanent relationships with the public sector, government bureaucracies, non-government offices (NGOs), faith-based groups, educational institutions, and non-profit organizations.

**COMMUNICATION AND INTERPERSONAL SKILLS TRAINING (EMOTIONAL INTELLIGENCE):**

This course provides theoretic and pragmatic application to maybe the most important skill for management and subordinates, which is communication.

**PARTICIPATIVE LEADERSHIP TRAINING:**

This course concentrates on the leader and his or her role in creating teamwork through participative leadership.

**BASIC LEADERSHIP TRAINING:**

This course clearly explains concepts relating to basic leadership using the aforementioned concepts, provides personal assessments on type of leadership traits the participant exhibits, and provides pragmatic applications for working environments.

**CREATING THE RIGHT STRUCTURAL DESIGN:**

This course provides framework from which an organization may increase organizational capacity through structural design.

**MARKETING AND BRANDING:**

Marketing and branding is essential to promoting the value of your organization. This course provides framework and examples on how best to promote your organization.

**CONDUCTING EFFECTIVE MEETINGS:**

Effective meeting management may be one of the most essential tools for deliberate results and success. This course provides framework from which to lead, guide, and direct organizational goals, and how to inspire creativity and innovation from meeting participants.

**FOUNDATIONS FOR PROACTIVE POLICING:**

Proactive policing requires an interactive collaboration of internal and external providers, partners, and stakeholders to effectively deal with substantive crime issues through a sustained unified process. Philosophically, reducing or suppressing crime is inherently different than responding to or reacting to crime. Proactive and reactive responses are two different mindsets that require different strategies, goals, and outcomes. This course provides fundamental foundations for building proactive police units at the precinct and investigative levels.

**CLASSROOM MANAGEMENT:**

A customized program is designed to enhance the capabilities of the in-house trainers or individuals who wish to become police trainers. Included are topics such as adult learning techniques, curriculum design, teaching techniques, lesson plans, video documentation, team teaching methods, and evaluation. Can be designed to address trainers' capabilities of teaching a specific subject.

**MULTI MEDIA INSTRUCTION:**

This course is to familiarize police instructors in contemporary multi-media methods to further professionalize and enhance their presentations. Topics include: use of computers, the Internet and presentation software; video and audio enhancement; writing training articles and research skills. Each participant will be required to develop a five-minute presentation utilizing multi-media methods learned in this course.

**ASSESSMENT OF TRAINING PROGRAMS:**

The focus of this class is on the practical classroom assessment skills practicing instructors need for decision-making about student learning. This program is designed for the training officer or manager that has responsibility for training. Issues such as how strategic planning becomes part of the assessment process as well as how to identify planning and operational activities to match program objectives with intended outcomes. Through a presentation and case analysis activities, participants will learn about good program learning assessment practices and understand how it is different from other forms of assessment and evaluation.

**POLICE ETHICS AND VALUES**

This course is designed to provide an overview analysis and inquiry of noteworthy present-day ethical issues and challenges existing within the professional police field. Emphasis will be placed upon the manager's social and ethical responsibilities to a wide variety of stakeholders, including employees, customers and the public. Ethical dilemmas and decision-making methods at the personal, organizational and societal levels will be explored.

**STRESS MANAGEMENT FOR LAW ENFORCEMENT OFFICERS:**

This stress management course helps law enforcement officer better manage stress. Too much stress is one of the most common causes of health problems. It can also cause mental distress that leads to serious illness and to distractions that can jeopardize safety on and off the job. This course helps officers identify the causes of stress, recognize the different types of stress, understand how stress affects them, and manage stress effectively both on and off the job. The benefits to the agency and individual officer are numerous, from lower healthcare costs to increased employee productivity.

**DOMESTIC VIOLENCE: AN EFFECTIVE LAW ENFORCEMENT RESPONSE:**

This course is designed as an introduction to the study of family violence. Students will develop an understanding of the major issues related to child abuse, gender violence, elder abuse, and intergenerational issues of violence in families. The course provides an overview of all types of violence, identifies issues unique to families, and provides a focused review of dynamics, contributing factors, offers an effective response utilizing a tactical plan which is designed for officer and victim safety, while ensuring proper investigative techniques.

**SECURITY GUARD TRAINING:**

This training course was developed to meet the needs of state professional and vocational licensing and meets the pre-assignment training requirement that must be completed prior to first day of service. This course is an overview of security guard training topics required to attain various State Certification. Tuition Dependent on State required hours. Customized Course.

**INTELLIGENCE FUNCTION:**

This training course analyzes the historical relationships among Intelligence Community (IC) intelligence organizations and their counterparts at all levels including the private sector. The course evaluates changes to the laws governing intelligence sharing and principals and assesses the viability of the changes in a domestic and overseas environment. Also examines the role of intelligence oversight in the executive, legislative, and judicial branches and how those roles affect intelligence activities in the government and private sector. Customized Course.

**CONTRACT LAW ENFORCEMENT:**

This Course addresses small town governments numerous challenges that are making it increasingly difficult to provide law enforcement services via the traditional, in-house municipal police department. Issues include the complexity of law enforcement and the continuously rising costs of personnel, equipment, vehicles, training, buildings, insurance, etc., and how to negotiate intergovernmental contract law enforcement services for the police protection. This course offers small municipalities a wide range of possible services and it allows contractor towns to choose the specific levels and types of services that best meet the needs of their citizenry. Customized Course.

**HOTEL MOTEL INTERDICTION** – Created in 2003 this program continues to bring remarkable results in the apprehension of career criminals and reducing crime. Customized Course.

**APARTMENT COMPLEX ENFORCEMENT** – This course teaches first-line supervisors and officers on tactics to reduce crime and blight at apartment complexes. Customized Course.

**PARTY ENFORCEMENT** – This course offers tactics and proactive strategies to close teenage parties that become disruptive and sometimes violent to the neighborhoods. Customized Course.

**DRAG RACING** – This course offers solutions and strategies to reduce and stop drag racing. Customized Course.

**SHOPLIFTING ENFORCEMENT** – This course provides strategies to reduce shoplifting, which is a \$13 billion problem in the United States and may be related to organized retail theft (ORC) which cost retailers more than \$115 billion annually. Customized Course.



For pricing information or **RECEIVE INFORMATION**

**call**

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## OUR PARTNERS



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