



# HOW TO STAY OUT OF THE PRINCIPAL'S OFFICE

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# Dirigo 'I Lead' Maine's Motto



2016

Started providing traffic safety expertise to Maine Highway Safety.

## Maine Criminal Justice Academy

Review/Update Curriculum for recruits

## Maine Health and Human Services

Oversight of Underage Drinking Enforcement

## Maine Chief's of Police

Accreditation – Required Policies –  
20+ Agencies Accredited

## Training

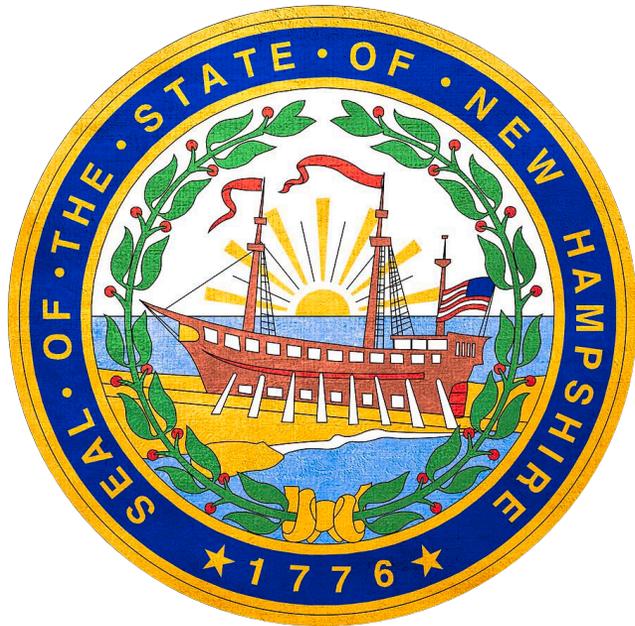
5K+ in person - 2K+ online

## Publications

Law Enforcement Street Reference Guide



# READY TO BRING TO NH OUR EXPERTISE FOR TOWN/CITY MANAGEMENT SO YOU HAVE TIME TO LEAD YOUR COMMUNITY?



Two police agencies for policies leading to the expected State Accreditation

*2 completed in-person training and seven (7) more being scheduled for 2023*

Over 100 policies in model form that are NH **SPECIFIC**;

*Includes Policies AND Procedures;*



**DIRIGO RMS**  
Risk Managment Solutions

# REASONABLE SUSPICION: ALCOHOL AND DRUG IMPAIRMENT IN THE WORKPLACE

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- ✓ Can your managers recognize the difference between legal use and illegal impairment? Do your policies accurately reflect the distinction?
- ✓ Are your managers trained how to properly document impairment?

This 4-hour training discusses these questions and more including current issues pertaining to alcohol, drug, and cannabis use, abuse, and impairment in the workplace. It suggests important considerations for that all employers need to know.

Designed with medical and recreational cannabis laws in mind, this training also covers the Reasonable Suspicion requirements of 49 CFR 382.603 for the drug-free workplace and safety-sensitive positions.

# CONFLICT RESOLUTION IN THE WORKPLACE

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**Identify physiological changes that occur when individuals become hostile or angry.**



**Learn the cognitive limitations when people become hostile or angry and how to address it.**



**Learn communication skills to de-escalate and defuse hostile encounters.**



**Learn methods to re-direct the thought process for de-escalation.**

# YOU'RE THE BOSS ... NOW WHAT?

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- ✓ Learn how to “manage self”
- ✓ How to use “heat” in your meeting
- ✓ Train to become an empathetic leader
- ✓ The cost of failure to supervise
- ✓ Distinguish between observation vs. interpretation
- ✓ Understand power vs authority
- ✓ Learn what imposter syndrome is

# ACTIVE THREAT RESPONSE

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This course is designed to train staff on how to respond to an active shooter situation in the workplace. The course covers actions to take when confronted with an active shooter and when law enforcement responds, how to recognize potential indicators of workplace violence, and how to prepare for and manage the consequences of an active shooter incident. The course also fulfills OSHA's Occupational Safety and Health Act of 1970.



# ON-SITE SECURITY ASSESSMENT

An on-site security assessment to identify the strengths and weaknesses of facilities, staff, and management.

- ✓ The on-site security assessment will include a visual inspection of the entire facility internally and externally. Conduct interviews of staff at different levels of leadership/management and responsibilities with the company.
- ✓ Review and analyze current security plans to determine their effectiveness in facilities, training, or both to assess response measures to active threats and disruptive incidents.

After the on-site security assessment, provide a detailed report covering strengths, weaknesses, and recommendations to the leadership team to increase staff awareness, training, and potential facility security measures.



NH Law Enforcement

Policy – Training - Accreditation



# NH Law Enforcement Services

- **S.O.P's (Policy)**

- Made by NH Chief's for NH Chief's.
- **BEST PRACTICES** - Includes most recent RSA's and Directives from A.G.'s.
- Includes 'uniqueness's of agency' in policy including ACCREDITATION mandatories.
- Tailored to your Agency. (Use of Force; De-Escalation; Duty to Intervene.)



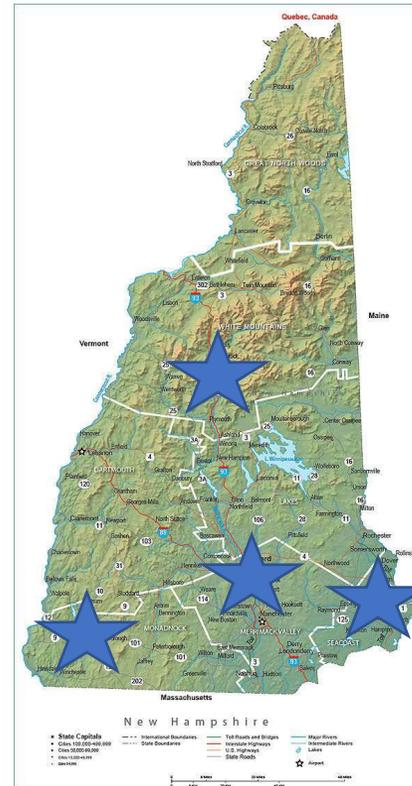
Perfect for the 'smaller agency'.



# NH Law Enforcement Services

- **Training**

- Online.
- In-person in N.H. (4 locations).
- Fills 'Mandatory' training hours.
- ALL delivered by Police Experts who know how to teach to cops.....



- **Costs**

- Affordable
- Scalable to your SIZED Department.
- Multi-year subscription to help off set costs.
- We UNDERSTAND public budget because we LIVED them.



# Executive Summary



- Affordable
- Built for New Hampshire
- Scalable
- Municipal Risk Management
- Police
- Training for BOTH
- Proven



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