



# ANNUAL JOINT MEETING

## Thursday, March 10, 2016



You are invited to attend the Annual Joint PASMA/PARMA meeting.  
This joint meeting focuses on issues that affect both the safety and risk management professions in the public sector.

### Agenda

8:00 - 8:50am Registration and Continental Breakfast

8:50 - 9:00am Welcome and Introductions- Dick Monod De Froideville, PASMA President & Paul Zeglovitch, PARMA Chapter Chair

9:00 - 10:15am Donna Evans



Donna Evans specializes in conducting timely, confidential and neutral third party investigations of workplace misconduct, including discrimination, harassment, retaliation, violence, bullying, dishonesty, ethical violations, violations of employer’s policies and whistleblowing allegations. Donna effectively leverages legal expertise in labor and employment law and actual Director-level experience with a Fortune 200 company. She is a renowned trainer and educator on a variety of workplace and leadership topics. Donna earned her B.S. in Business from the University of Colorado and her J.D. from Western State University College of Law.

#### Performance Management: When, Why and How

Effective performance management is often an afterthought, rather than the foremost goal of managers and supervisors and is usually traced to poor planning and communication. This session will help you strategize and excel at managing your employee’s performance.

10:15 - 10:30am Break

10:30 - 11:45am Manny Tau | Clinical & Forensic Psychologist/Threat Assessment Consultant



Dr. Manny Tau is a clinical & forensic psychologist specialized in threat assessments and active threat management, and has been extensively used as a workplace/school-place/personal violence and threat management consultant throughout the United States. He works with many recognized federal, state, county, city and private organizations in the development of their violence prevention programs and the implementation of Threat Management Teams, along with providing expert consultation/testimony for attorneys in the labor & employment, civil and family law arenas. Dr. Tau has 20 years of experience performing threat assessment and threat management services for approximately 1,000 cases, which included support of law enforcement agencies and professional security firms. He has provided trainings related to threat assessments and threat management, which included presentations/trainings for the California Bar

Association (The State Bar of California 83rd Annual Meeting, September 2010), the Association of Family and Conciliation Courts (California Chapter Annual Conference, February 2012), the Supreme Court of Nevada (Nevada Family Jurisdiction Judges 2014 Conference, March), the Orange County Intelligence Assessment Center (OC Shield, November 2014), the San Diego Sheriff’s Department Threat Assessment Group (March 2015) and the Association of Threat Assessment Professionals (ATAP Threat Management Conference, August 2015). Dr. Tau currently serves on the Board of Directors for the Association of Threat Assessment Professionals, San Diego Chapter. More information available at NoThreat.com.

#### Targeted Violence, Threat Assessments & Threat Management

2015 continued the disturbing convergence of workplace, school-place and domestic violence, with 2016 on a similar trajectory. Targeted violence is not an event; it is a process with a narrowing of focus, ramping up behaviors and leakages of intent. This advanced presentation will address warning signs of an emerging threat potential, indicators of a pathway of targeted violence, and a preliminary threat assessment approach involving threat posturing, preparatory behaviors and rehearsal fantasies of targeted violence. Considerations for threat management will also be discussed. The goal of this presentation is to provide attendees with a threat assessment/management framework to assist their efforts in their targeted violence prevention and intervention protocols.

11:45 - 12:00pm Announcements

12:00 - 1:00pm Lunch and Networking

**RESERVATIONS:** To ensure enough handout materials are available, please RSVP by March 3, 2016.

**PASMA RSVP – NO COST:**

**NON MEMBERS AND GUESTS - \$25pp:**

Tola Perkins  
County of Orange  
[info@pasmaonline.org](mailto:info@pasmaonline.org)

**PARMA MEMBERS RSVP- NO COST**

**ASSOCIATE MEMBERS - \$25.00pp:**

Beth Sullivan  
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**MEETING LOCATION:**

CJPIA  
8081 Moody Street  
La Palma, CA 90623  
<http://www.cjpia.org>