

AVADE[®]

WORKPLACE VIOLENCE PREVENTION



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| 1-DAY COURSE OUTLINE |

Education, Prevention, and Mitigation for *Violence in the Workplace*

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The **AVADE® Workplace Violence Prevention** Training program is designed to **educate, prevent, and mitigate** the risk of *violence in the workplace*.

In this 1-Day (8-Hour) **AVADE® WPV Prevention** course (with De-Escalation), participants will learn how to effectively create, develop, and enhance their personal safety with skills, habits, and actions. Participants will learn strategies and techniques to avoid and prevent violence in the workplace.

This course involves group interaction, discussion, lecture, and practice exercises (skills/drills). The **AVADE® WPV Prevention** Training is modular-based and can be adapted into a variety of scheduling and training dynamics.

- All Participants Will Receive the **AVADE® WPV Prevention** Basic Student Guide and Certificate of Completion.
- **AVADE® WPV Prevention** Training is Nationally Recognized and Court Defensible
- **AVADE® WPV Prevention** Training 1-Day Certification Cost – \$2,997.00 per course.
(For Up to 20 Participants)

▶ Introduction

- What is **AVADE®** Training?
- What is Workplace Violence?
- Workplace Violence Defined
- The Myth of Workplace Violence
- Crime & Violence in the Workplace
- The **AVADE®** Principles
- The Three Categories of Workplace Violence Prevention
- **AVADE®** Modules & Objectives
- General Personal Safety Measures
- Personal Safety Habits
- Developing Habits
- Benefits of **AVADE®** Training

➤ Awareness

- Awareness
- Worker Risk Factors to WPV
- Levels of Awareness
- Self-Awareness
- Emotional Awareness
- Situational Awareness
- Environmental Awareness
- Unconscious Awareness
- Mental Movies & Impressing the Unconscious Mind
- The Amazing Mind
- High Awareness
- Developing & Increasing Awareness

➤ Vigilance

- Vigilance
- Hypervigilance
- The Five Senses
- Trust Your Intuition
- Using Your Intuition
- Messages of Intuition
- Developing Intuition
- Stop | Look | Listen

➤ Avoidance

- Who Commits Violence?
- Characteristics of Individuals Who Commit Violence
- Stranger Violence
- What is a Predator?
- Predator-Prey & Adaptation
- The Reverse Lineup
- Predator Characteristics
- Predator Paradigms
- Hard Target vs. Easy Target
- Confident-Assertive-Defensive Presence
- Guest | Client Violence | Patient Violence
- Lateral Violence
- Lateral Violence Symptoms
- Domestic Violence
- Observable Behaviour May Suggest Possible Domestic Victimization
- Protect Yourself From Domestic Violence in the Workplace
- Imminent Threat of Domestic Violence in the Workplace
- Developing Your Avoidance Ability

› Interpersonal Communication Skills

- Interpersonal Communication Skills
- Interpersonal Communication Involves
- Developing Your Communication Skills
- The Power of Influence
- The Three I's of Eye Communication
- Body Language
- Posture & Gestures
- Hands | Watch the Hands
- The "Right" Angle
- Components of the Assault Cycle
- Signs & Symptoms of Stress
- Stress De-Escalation
- Signs & Symptoms of Anger
- Anger De-Escalation
- Signs & Symptoms of Intoxication
- Intoxication De-Escalation
- Signs & Symptoms of Combat
- Strategies to Avoid Physical Harm
- Signs & Symptoms of Submission
- Developing Interpersonal Communication

› Defense of Self & Others

- What is Self-Defense?
- The Attitude of Self-Defense
- Assault
- Types of Assault
- Post-Incident Response
- Post-Incident Documentation

› Stress Management

- What is Stress?
- Types of Stress
- Fear
- Fight | Flight | Freeze
- Putting the Brakes on the Fight | Flight | Freeze
- Managing Your Stress
- Strategies for Managing Your Stress
- Post-Incident Stress Debriefing
- Critical Incident Stress Debriefing

› Time & Distance

- Time or Distance = Safety
- OODA Loop
- Weapons & Time | Distance
- Dangerous Weapons in YOUR Workplace

› Escape Planning

- Escape Planning
- Improper Positioning
- Own the Door
- Dominant Hand | Proper Positioning
- The “Right” Angle
- Spatial Empathy
- Proper Escorts
- Relationship Escape Plans
- Developing Escape Plans

› Environmental Factors

- Environmental Factors
- Safety Mirrors
- Lighting
- Cameras | CCTV
- Panic Alarms
- Private Places
- Access Control
- Staff Identification
- Parking Lot Safety
- Obstacles Around You
- Telephone Safety

› Emergency Codes & Procedures

- Active Shooter
- Robbery Code
- Combative Person Code
- Combative Person Team Positioning
- Weapon Code
- Active Shooter
- Surviving an Active Shooter
- Personal Codes for Alerting Others

▶ **AVADE[®] WPV Prevention Student Training Requirements**

- **AVADE[®] WPV Prevention** 1-Day Training Course Certification.
- Student Must Pass the Ten Question Written Exam With an 70% or Better.
- One Retest is Allowed. If Student Fails Re-Test, Course Must Be Taken Over Again.
- Recertification for Healthcare is Required Annually.
- Recertification for Corporate Required Every Other Year. (No Time Requirement for Recert)
**Yearly Training is Recommended.*
- Recertification Qualification = Pass Written Test Again.