



Wicklander-Zulawski

Teaching HR/ER Professionals how to identify the TRUTH.



Identify the TRUTH

HR/ER Professionals face numerous challenges every day. Identifying whether or not an individual is truthful during an investigation should not be one of them. Wicklander-Zulawski & Associates, Inc. (WZ) offers proven solutions to obtain information from the guilty without destroying the morale of the innocent.

WZ's team of Certified Forensic Interviewers (CFI®) teaches a series of techniques, anchored by the WZ Non-Confrontational Method to integrate strategic preparation, behavior interpretation, and structured questions which allow an interviewer to successfully adapt to any type of investigation.

WZ is an internationally recognized firm established in 1982. Each year 450 seminars are presented for clients in human resources, loss prevention and business executives. Our passion for the truth has led us to become a world leader in non-confrontational interview and investigative training.

Visit www.w-z.com today to learn how to prepare your team with the skills to identify the truth.

W-Z.com

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V1.0

WORKPLACE INVESTIGATIVE INTERVIEWING STRATEGIES:

A powerful interactive workshop open to HR/ER professionals, executives and investigators who conduct inquiries into hostile work environment issues or handle cases involving workplace violence, sexual harassment and integrity issues. The program is supported by videos of WZ instructors conducting actual interviews to showcase the techniques taught.

ADVANCED WORKPLACE INVESTIGATIVE INTERVIEWING STRATEGIES:

An ideal program to further enhance the proper implementation of interviewing proficiencies within hostile work environment situations. Teams are constructed to utilize learned skills in real world scenarios to apply interviewing strategies from investigative prep through the conclusion.

INTERVIEWING FOR HR/ER PROFESSIONALS:

This course provides practical tools, tips, and techniques to improve interviewing skills, as well as increase the confidence of the interviewer when handling sensitive and complex employee issues. Using interactive exercises and drawing on years of practical experience, our instructors will outline a step-by-step process which can be applied to all types of investigations faced by HR/ER professionals.

PRE-EMPLOYMENT INTERVIEWING:

The purpose of this seminar is to focus on those aspects of pre-employment screening which the HR/ER specialist or executive will find most useful to predict the productivity and longevity of an applicant. For those with more experience, the program offers a different approach to the challenge of employee selection while reinforcing successful methods already in use.

TELEPHONE INTERVIEWING:

Many investigators have discovered the benefit of conducting investigative interviews over the telephone when the circumstances are appropriate. When conducted properly, a telephone interview provides an investigator the option to administer an interview effectively without the added cost of travel, time out of the office, and time away from family.

HRCI & SHRM PRE-APPROVED:

WZ Seminars are pre-approved for recertification credit by HRCI. Wicklander-Zulawski & Associates, Inc. (WZ) is also recognized by SHRM to offer Professional Development Credits (PDC's) for the SHRM-CPSM or SHRM-SCPSM.



To learn how you can provide your HR/ER team with a customized, contracted training program, contact Brett L. Ward, CFI, Divisional V.P. of Client Relations by email at bward@w-z.com or phone at 800.222.7789 x119.