



# WORKPLACE INVESTIGATIVE INTERVIEWING STRATEGIES

## An Interactive Training Workshop for HR/ER Professionals

### 2019 TRAINING SCHEDULE

**SEP 18-19**  
Seattle, WA

**OCT 9-10**  
Chicago, IL

**OCT 23-24**  
Atlanta, GA

**NOV 6-7**  
Orlando, FL

**Continental US Rates**  
Early \$535 | \$555 | Late \$575

**Canada (in US Rates)**  
Early \$585 | \$605 | Late \$625

**2020 Dates**  
**Coming Soon!**

Register online at  
**W-Z.COM**

or call

**800.222.7789**



@WZ\_Training

As Human Resources, Employee Relations and Ethics Professionals are entrusted to handle the most difficult and sensitive of cases, guidance to conduct proper investigations within today's turbulent work environment is critical. **Wicklander-Zulawski & Associates, Inc. (WZ)** recognizes the importance of due diligence, interviewing all parties involved and staying focused on the one true objective to **Identify the Truth**. 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 recognition and structured questions that can be successfully adapted and applied to any type of investigation.

The **HRCI and SHRM Pre-Approved WZ Seminar on Workplace Investigative Interviewing Strategies for HR/ER Professionals** is a powerful interactive two-day workshop open to ALL professionals who conduct inquiries into hostile work environment issues such as bullying, workplace discrimination, sexual harassment and many other integrity issues. This training program is supported with videos of actual cases conducted by WZ investigators.

### ATTENDEES WILL LEARN

- Proper Investigative Preparation Practices
- Strategies to Investigate Hostile Work Environment Complaints
- Benefits and Risks of Evaluating Physical & Verbal Behavior
- Fact Gathering & the Selective Interview Technique
- How to Reduce Resistance During Sensitive Interviews
- The WZ Non-Confrontational Method
- Causes of Denials - Interviewing the Victim, Witness or Subject

WZ is an internationally recognized firm established in 1982 that conducts over 500 programs around the globe annually. Our passion for the truth has led us to become a world leader in non-confrontational investigative interview training.

WZ offers on-site training courses when preferred by organizations. Our customized workshops provide clients with the ability to create a training program specific to their company culture, policies and targeted objectives. To learn more contact Brett L. Ward, CFI® at 630.324.4410 or [bward@w-z.com](mailto:bward@w-z.com).

### WICKLANDER-ZULAWSKI & ASSOCIATES, INC.

**Recertification & Professional Development Credit Hours Awarded: 13.50**

The use of the HRCI seal confirms the WZ Seminar on Workplace Investigative Interviewing Strategies for HR/ER has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. Wicklander-Zulawski & Associates, Inc. is also recognized by SHRM to offer Professional Development Credits (PDC's) for the SHRM-CPSM or SHRM-SCPSM.

