

# Intelligence Personnel

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[/vc\_column][vc\_row][vc\_row][vc\_column width="1/2"]**[vc\_column\_text]****Reliable Methods Produce Trustworthy Results**  
WZ provides intelligence interrogators with interviewing and interrogation techniques that produce timely, trustworthy, and actionable information. Our methods incorporate our proven non-confrontational approach and the same intelligence guidelines as the U.S. Army Intelligence and Interrogation Handbook.[/vc\_column\_text]  
[vc\_column\_text]**What You'll Learn:**

WZ's expert instructors customize the delivery of each session to address the specific needs of any organization. The topics covered in these programs include:

- WZ's Non-Confrontational Interrogation Method
- Interpretation of Physical and Verbal Behavior
- Effective Questioning Strategies
- Cognitive Interviewing
- Fact-Finding Interview
- The Participatory Method
- Developing Information

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WZ training equips intelligence officers with a full arsenal of interrogation methods and interviewing techniques they can adapt to situations including:

- Formal Interrogation
- Witness Interviews
- Developing Sources
- Casual Conversations
- Verifying Information

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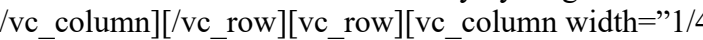
## Custom Programs

Learn more about how WZ can create a custom program to fit your organization's needs  
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## Contact Us

Learn more about how WZ can prepare your team for their next interview.  
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## CFI Recertification

CFi recertification credits earned vary by length of seminar (24 credits are required for recertification)  
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Hi Michael,  
I was in your interview training last week in Denver. I just wanted to share with you that I tried the WZ method today for the first time and it worked so well I got a withdrawal in about 8 minutes.

Immigration Services OfficerUSCIS Denver Field Office

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# International

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Global Interview Techniques Training by WZ – accepted throughout the world.

WZ’s unique Non-Confrontational Interview method and interactive training approach assimilates easily with most cultures and legal systems. As a result of the success of our interview methods and training, WZ has conducted interview training seminars for private sector investigators, human resource professionals, police officers, military personnel and anyone seeking the truth throughout Europe, Asia, the Americas (North, Central, South), Africa and Australia.

[/vc\_column\_text][vc\_toggle title=”En Español”]El método de interrogación sin confrontación de WZ se asimila fácilmente con la mayoría de las culturas y sistemas legales. Como resultado del éxito de nuestros métodos, WZ ha llevado a cabo seminarios de capacitación sobre entrevistas e interrogatorios para investigadores del sector privado, profesionales de recursos humanos, policías y personal militar en Europa, Asia, América (Norte, Centro, Sur), África, Australia[/vc\_toggle][vc\_toggle title=”Em Português”]O método de interrogação não-confrontacional da WZ se adapta facilmente à maioria das culturas e sistemas legais. Como resultado do sucesso de nossos métodos, a WZ realizou seminários de treinamento para entrevistas e técnicas de interrogatório para investigadores do setor privado, profissionais de recursos humanos, policiais e militares em toda a Europa, Ásia, Américas (Norte, Central, Sul), África, Austrália[/vc\_toggle][vc\_empty\_space height=”16px”][/vc\_column][vc\_row][vc\_row][vc\_column][vc\_separator color=”blue”][vc\_empty\_space height=”16px”][/vc\_column][vc\_row][vc\_column width=”1/4”][vc\_single\_image image=”9477″ alignment=”center” link=”https://www.w-z.com/latam/” onclick=”custom\_link”][vc\_empty\_space][vc\_column\_text]

Central and South America, Mexico, Puerto Rico, Spain

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Europe, Middle East, Africa

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Europe

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Asian-Pacific countries and Oceania

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Afghanistan	Ecuador	Japan	Poland
Argentina	Egypt	Kenya	Portugal
Australia	El Salvador	Mexico	Puerto Rico
Belgium	England	Netherlands	Saudi Arabia
Brazil	France	Nicaragua	Scotland
China	Hong Kong	Northern Ireland	Singapore
Costa Rica	Hungary	Oman	South Africa
Czech Republic	India	Peru	Spain
Denmark	Ireland	Philippines	
Dominican Republic	Israel		

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Afghanistan	Czech Republic	Jordan	Russia
Albania	Denmark	Kazakhstan	Saudi Arabia
Algeria	Dominican Republic	Kenya	Senegal
Angola	Ecuador	Kuwait	Serbia
Argentina	Egypt	Lebanon	Singapore

Armenia	Estonia	Liberia	Slovenia
Austria	Ethiopia	Libya	South Africa
Bahamas	Fiji	Lithuania	Sri Lanka
Bahrain	Finland	Mali	Sudan
Bangladesh	France	Malta	Suriname
Belarus	Gabon	Mauritania	Swaziland
Belgium	Georgia	Mexico	Sweden
Belize	Germany	Moldova	Switzerland
Benin	Ghana	Montenegro	Taiwan
Bolivia	Greece	Morocco	Tajikistan
Bosnia	Guatemala	Mozambique	Thailand
Botswana	Guinea	Namibia	Togo
Brazil	Guyana	Nepal	Trinidad/Tobago
Bulgaria	Haiti	Netherlands	Tunisia
Cambodia	Honduras	New Zealand	Turkey
Canada	Hong Kong	Nicaragua	Ukraine
Chad	Iceland	Nigeria	United Arab Emirates
Chile	India	Pakistan	United Kingdom
China	Indonesia	Panama	Uruguay
Columbia	Iraq	Peru	Venezuela
Congo	Ireland	Phillipines	Vietnam
Costa Rica	Israel	Poland	Yemen
Croatia	Italy	Portugal	Zimbabwe
Cuba	Jamaica	Qatar	
Cyprus	Japan	Romania	

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I completed the level one non- confrontational interviewing course approximately five years ago in Nottingham England.

Without doubt it was the best course I have ever done pertaining to investigations and obtaining the truth. The leader was absolutely fantastic and engaging. I have used the WZ method ever since and without doubt it changed my perception of interviewing and without doubt it’s the best way of obtaining the truth and developing the admission and substantiating a case value. The assumptive questions and breaking down resistance due to the techniques encouraged are superb.

I have had some real success stories in conducting investigations ever since and I would recommend any Loss Prevention professional get on the course. It really was that good.

Barry Murphy, District Loss Prevention ManagerUrban Outfitters

To decant the experience of top level interviews over several years into a two day course is an amazing experience. To have the course delivered by someone with the professionalism, experience and humour of Alan is simply perfect. Overall a great course. I hoped to learn a little, I didn’t, I learnt a lot.

Premiere UK Retailer

Your class was the best training class I have had in a very long time. I thoroughly enjoyed it and look forward to the premier edition.

Roy Hanes, Jr., CommanderNaval Forces Japan

I have 30+ years of interview training and experience, and conducted thousands of interviews using many styles. WZ is extremely useful and will make me a better 'all round' interviewer.

European Retail Chain

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To learn more on how WZ can create a custom program for your organization [click here](#).

Translated workbooks are available in many languages and our instructors have experience facilitating with live simultaneous translation services. To learn how to bring WZ's world class Non-Confrontational Interview training programs to your country, contact Chris Norris +1630-852-6800 x118 or[cnorris@w-z.com](mailto:cnorris@w-z.com).

[CFI recertification](#) credits are dependent on the length of the seminar (24 total needed)[/vc\_column\_text]

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## Law Enforcement

[vc\_row][vc\_column width="2/3"][vc\_column\_text]Wicklander-Zulawski (WZ) seminars are designed to meet the ever-changing needs of today's law enforcement by using the latest, most effective interview and interrogation techniques, including the WZ Non-Confrontational Method. **Arm your agency with the skills to identify the truth.**

At WZ, we understand that the same techniques may not work to obtain the truth from every subject. Our expert instructors are all Certified Forensic Interviewers who leverage their experience to provide officers with multiple tools to place them in the best position to obtain the truth from subjects in the field.

Wicklander-Zulawski has worked alongside departments from the local to federal levels and employs speakers experienced in all types of investigations. Every WZ program is customizable to your agency's needs and interests.[/vc\_column\_text][vc\_column][vc\_column width="1/3" css=".vc\_custom\_1551381415941{background-color: #c9c9c9 !important;}"]

### PROVEN EDUCATIONAL OUTCOMES

- Why a non-confrontational approach is more effective
- How to develop interview and interrogation strategies
- Obtaining the truth more quickly and accurately
- Using the most appropriate method for each case and subject
- Substantiating and closing more successful investigations

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[s\\_division=0" call\\_second\\_text="View dates and locations for WZ's upcoming specialized law enforcement courses " color="#5e8ab4"\]](#)

- Criminal Interview and Interrogation
- Advanced Interview and Interrogation
- Opioid Overdose Investigations
- Gang Investigations
- D.O.A. Death Investigations
- Lead Homicide Investigators
- Crimes Against Children
- Tactical Field Interviewing

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- Illinois State Police
- DC Metropolitan Police Department
- San Antonio Police Department
- Missouri Department of Mental Health
- Tennessee Department of Children's Services
- Royal Canadian Mounted Police
- Federal Bureau of Investigations

## Microexpression Training

**WZ is proud to announce a partnership with Dr. David Matsumoto and Humintell!** [Humintell](#) is the leader in microexpression, subtle expression and emotion recognition training. The instructors at WZ have completed Humintell's online training courses and we are proud to help bring them to you.

From [www.humintell.com](#):

Have you ever thought someone was lying to you, but couldn't prove it? Wish you could tell how people really felt? Well, you can.

As popularized by the hit TV show Lie to Me, [Humintell](#) offers online training to help individuals recognize micro and subtle expressions. Microexpressions and subtle expressions are the scientifically documented concealed signs of emotion, which people elicit in high stakes situations when they have something substantial to lose or gain. Microexpressions are characterized by the speed of a certain expression, lasting on the face for less than 1/2 a second and can occur as fast as 1/16th of a second.

Years of research has shown that emotion recognition training can enhance and strengthen your ability to detect when someone is lying, recognize how other people feel and help you see the impact your behavior has on others.

Founded by renowned psychologist, Dr. David Matsumoto, [Humintell](#) provides tools to help people master the complex world of emotions that we live in, as well as gain insight into our own emotional landscapes.

By combining state-of-the-art behavioral science with real world practical experience, [Humintell's](#) unique online training, webinars and instructor led workshops are already being used by many government and law enforcement agencies as well as Fortune 500 companies.

Please take a minute to view the available courses below. Click on the graphics to learn more or register for a course and enter the code **WZ10OFF** to take advantage of our 10% discount, or visit [www.humintell.com](#)

## Microexpressions

## Subtle Expressions

[MiX™ Lite](#) is an abbreviated version of our most basic training- **perfect for beginners who are on a tight budget** and are interested in learning how to detect microexpressions. This abbreviated online training will teach you how to recognize microexpressions – facial expressions of emotion that occur when someone tries to conceal or repress how they are feeling. Even though they last only a fraction of a second, anyone can learn to recognize them.

[MiX™ Enhanced](#) is our most basic training- **perfect for beginners** who are interested in learning how to detect microexpressions. This comprehensive online training will teach you how to recognize microexpressions – facial expressions of emotion that occur when someone tries to conceal or repress how they are feeling. Even though they last only a fraction of a second, anyone can learn to recognize them

[/vc\_toggle][vc\_toggle title="MiX™ Professional "]Created by Drs. David Matsumoto and Hyi Sung Hwang, [MiX™ Professional](#) is the next step in microexpression training- **perfect for those who have already completed MiX Original** who are interested in further learning how to detect microexpressions. This comprehensive online training will teach you how to recognize microexpressions – facial expressions of emotion that occur when someone tries to conceal or repress how they are feeling. Even though they last only a fraction of a second, anyone can learn to recognize them.

[/vc\_toggle][vc\_toggle title="MiX™ Elite"]Created by Drs. David Matsumoto and Hyi Sung Hwang, [MiX™ Elite](#) is the next step in microexpression training- **perfect for those who have already completed MiX 2 or MiX Professional Training** who are interested in further learning how to detect microexpressions. This comprehensive online training will teach you how to recognize microexpressions – facial expressions of emotion that occur when someone tries to conceal or repress how they are feeling. Even though they last only a fraction of a second, anyone can learn to recognize them.

[/vc\_toggle][vc\_column][vc\_column width="1/2"][/vc\_toggle title="SubX™ Lite"][SubX™ Lite](#) is an abbreviated version of our subtle expression training- **perfect for beginners on a tight budget** who are interested in learning how to detect subtle expressions. This online training will teach you how to recognize subtle expressions – facial expressions of emotion of lower intensity that can occur as fast as 1/16th of a second. SubX™ Lite will train you to detect subtle expressions that occur on the face at **1/5 of a second**.

6[/vc\_toggle][vc\_toggle title="SubX™ "][SubX™](#) is our **most advanced**, comprehensive subtle expression training. This online training will teach you how to recognize subtle expressions – facial expressions of emotion of lower intensity that can occur as fast as 1/16th of a second. SubX™ Elite will train you to detect subtle expressions that occur on the face at **1/10 of a second**.

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## Our Clients

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For over thirty-five years Wicklander-Zulawski & Associates, Inc., have earned the opportunity to support, train, and partner with thousands of organizations in the public, private, and government sectors. Please look below to view partial lists of our partners in each sector. To verify any client partnership, please contact WZ at[info@w-z.com](mailto:info@w-z.com).

[/vc\_column\_text][vc\_empty\_space height="18px"][/vc\_text\_separator title="Partial Client Lists Provided Below" color="blue"][/vc\_empty\_space height="12px"][/vc\_column][vc\_row][vc\_row][vc\_column][vc\_column][vc\_row][vc\_row][vc\_column][vc\_accordion][vc\_accordion\_tab title="Private Sector Clients"][/vc\_column\_text]

AAFES	Deloitte & Touche LLP	Loblaw	Safeway
Abercrombie & Fitch	Dick’s Sporting Goods	Lockheed Martin	Saks Fifth Avenue
Acme Markets	Discover Financial	Loehmann’s Inc	Sally Beauty Company
Aflac	Dollar General	Lowe’s	Sam’s Club
AGMA Global	Dunkin	Lululemon	San Manuel Indians
Albertson’s	Ebay	Luxottica	Save Mart Supermarkets

Altel	Entergy	Macy's	Sears Holdings
American Airlines	Entrepreneur's Organization	Marine Corps	Securitas
American Eagle Outfitters	Express	Marmaxx	Sephora
Apple	Finish Line	Marshall Fields	Sherwin Williams
Ardene	Foley's	Meijer	Shonac
AutoZone	Foot Locker	Mercedes-Benz	Six Flags
Axcess Financial	Fry's Electronics	Michael's	Stage Stores
AZ-Salt River	FTI Consulting	Navistar	Staples
Bass Pro Shops	Gap Inc.	Neiman Marcus	Starbucks
Bealls Department Stores	General Atomics	NEXCOM	Stein Mart
Bed Bath & Beyond	Giant Food Stores	Nike	Sterling Jewelers
Belk Inc.	Goodwill	O'Reilly Auto Parts	Stryker
Best Buy	Harris Teeter	Office Depot	Time Warner
Big 5 Sporting Goods	Hastings Entertainment	Office Max	TJXEurope
Big Lots	HEB Grocery	Omnicom Group	T-Mobile
BJ's Wholesale Club	Hibbett Sporting Goods	Otter Products	Tuesday Morning
Blockbuster Video	HMS Host	Paradies Lagardere	Uber
Bloomingdale's	Home Depot	Pechanga Gaming Commission	Ultra
BNSF Railroad	Honeywell	Pep Boys	University of Notre Dame
Bon-Ton	IKEA	PetSmart	University of West Virginia
Book	JC Penney	Phillips Van Heusen	Visteon
Burlington Coat Factory	King Soopers	Price Chopper Supermarkets	Von Maur
CarMax	Kmart	Ralph Lauren	Walgreens
Chico's	Kohl's	Ratner	Wal-Mart
Chipotle Mexican Grill	Kroger	Regal Cinemas	Wal-Mart Canada
Circle K	L Brands	Rexall	Wegmans Food Market
CKE Restaurants	Landstar	Rite Aid	Winn-Dixie Corp
Costco Wholesale	Liberty Mutual	Rivers Casino	Wolverine Worldwide
Cotton On Group	Limited Brands	Ross Stores	World President's Organization
Daimler Chrysler	Linens N' Things	Rush Enterprises	Young Presidents Organization
Dave & Buster's	Little Caesar's		Zellman Group

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24 Hour Fitness	Greater Cincinnati Human Resources Assn.	Publix
99 Only	GT's Living Foods	Red Bull
Abercrombie & Fitch	Harrah's Casinos	Reebok
Advance Auto Corp	Hilton	Regal Cinemas
Amazon International	HMS Host International	Rent A Center
Amazon.com	Hobby Lobby	Rexall
American Airlines	IKEA	Rite Aid
American Girl	JetBlue	Rush Enterprises
AutoZone	Jos A Bank	Sam's Club
Bed Bath & Beyond	JP Morgan	Seattle Genetics
Big Lots	Kroger, Inc.	Setracon, Inc.
Blockbuster Video	Lee Memorial Health	Siemens Corp
Briggs Equipment	Loblaw	Southern Alberta Institute Technology
Canadian Tire	Lockheed Martin	Southern Nuclear Company
Capital One	Loss Prevention Innovations	Swarovski
Chico's	Lowe's	Tennessee Dept of Transportation
Chipotle Mexican Grill	Lululemon	The Leukemia & Lymphoma Foundation

CHRISTUS Health	Lululemon	T-Mobile
City of Tacoma	Luxottica	Tractor Supply Company
Coca-Cola	Macy’s	Ulta Beauty
Coinstar	Marmaxx	University of Virginia – Medical
Costco Wholesale	Marriott	University of Washington
Cricket Communication	Mister Car Wash	Urban Outfitters
Dick’s Sporting Goods	Ollie’s Bargain	USAA
Ebay	Omnicom	Verizon Wireless
Entrepreneur’s Organization	Orchard Supply Company	Wal-Mart
Family Dollar Stores	Oregon State Univ	Washington River Protection
FedEx	Otter Products	Weis Markets
Finish Line	Pacific Sunwear	Whole Foods
General Atomics	Pechanga Gaming	Winco
GENPT	PetSmart	Winn-Dixie Corp
Goodwill Industries	Polo Ralph Lauren	Yellowbook

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Bureau of Alcohol, Tobacco Firearms and Explosives (ATF & E)	U.S. Army National Guard
Canadian Department of National Defense	U.S. Army Special Operations Command (USASOC)
Federal Air Marshal Service (FAMS)	U.S. Citizenship and Immigration Services (UCIS)
Federal Bureau of Investigation (FBI)	U.S. Customs and Border protection (CBP)
Inspector General Criminal Investigator Academy (IG Academy FLETC)	U.S. Department of Health & Human Services (HHS)
National Security Agency	U.S. Department of Homeland Security, Office of Infrastructure Protection (DHS OIP)
Nigerian State Security Services	U.S. Department of Labor (DOL)
Office of the Inspector General	U.S. Department of State Bureau of Diplomatic Security Services
Royal Canadian Mounted Police	U.S. Department of Transportation, Office of Hazardous Material Safety (DOT OHMS)
Social Security Administration	U.S. Department of Veterans Affairs Police (VA Police)
Toronto Police College	U.S. Drug Enforcement Administration (DEA)
Transportation Security Administration (TSA)	U.S. Equal Employment Opportunity Commission (EEOC)
Treasury Inspector General for Tax Administration (TIGTA)	U.S. Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI)
U.S. Agency for International Development Office of Inspector General	U.S.Army, 441st MI BN Camp Zama, Japan
U.S. Army Intelligence and Security Command (INSCOM)	

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AR Conway Police Department	MA Natick Police Department	TN Knoxville Police Department
AR Hot Springs Police Department	MA Wakefield Police Department	TN Metro Nashville Police Department
AR North Little Rock Police Department	MA Wellesley Police Department	TN Tennessee DCFS
AZ Phoenix Police Department	MI Dearborn Police Department	TX Arlington Police Department
Canada Toronto Police Service	MI Detroit Police Department	TX Conroe Police Department
CO Arapahoe County Sheriff’s Department	MI Macomb County Sheriff’s Office	TX Frisco Police Department
CO Colorado Springs Police Department	MI Meridian Township Police Department	TX Ft. Worth Police Department
DC Metropolitan Police Department	MI Oakland County Sheriff’s Office	TX Georgetown Police Department
FL Broward County Sheriff’s Department	MO Kansas City Police Department	TX Irving Police Department
FL Collier County Sheriffs Office	MO Missouri Department of Mental Health	TX Lubbock County Sheriff’s Office
FL Coral Springs Police Department	MO St. Louis County & Municipal Police Academy	TX Round Rock Police Department
FL Okaloosa County Sheriff’s Office	MT Bozeman Police Department	TX San Antonio Police Department
IA Iowa Department Inspections & Appeals	MT Missoula Police Department	TX St. Mary’s University PD
IA Sioux City Police Department	NC Raleigh Police Department	TX Webster Police Department
ID Ada County Sheriff’s Office	ND Minot Police Department	UT Sandy City Police Department



ID Pocatello Police Department  
IL Bartlett Police Department  
IL Berwyn Police Department  
IL Chicago Police Department  
IL Illinois Mobile Team Units  
IL Illinois State Police  
IL Lake Zurich Police Department  
IL Lombard Police Department  
IL Suburban Law Enforcement Training Academy  
IL Waukegan Police Department  
IN Bloomington Police Department  
IN Fort Wayne Police Academy  
IN Indiana State Police  
IN Northeast Indiana Law Enforcement Training Center  
MA Massachusetts State Police Department

NE Nebraska Law Enforcement Training Center  
NH Hudson Police Department  
NJ Bergen County Prosecutor’s Office  
NJ Middlesex County Police Academy  
NM Bernalillo County Sheriff’s Office  
NM Santa Fe Police Department  
NY Bronx Community College  
OH Miami County Sheriff’s Office  
OH Ohio State Highway Patrol  
OH Stryker Police Department  
OH University of Toledo PD  
OR Beaverton Police Department  
OR Bend Police Department  
OR Tualatin Police Department  
TN Belle Meade Police Department  
TN Knox County Sheriff’s Office

UT West Jordan Police Department  
VA Fairfax Cty Criminal Justice Acad.  
VT Burlington Police Department  
WA Camas Police Department  
WA Kent Police Department  
WA Lakewood Police Department  
WA Washington St. Criminal Justice Ac.  
WA Washington State Patrol  
WA Yakama Police Department  
WI Fox Valley Technical College  
WI Lacrosse County Sheriff’s Office  
WI Milwaukee County Sheriff’s Office  
WI Racine Police Department  
WI Sturgeon Bay Police Department  
WY Cody Police Department

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Abercrombie & Fitch	Comet	Jack Wills	Scottish Midland Co Op
Argos	Cotton On Group	JD Plc	Selco Trade Centres
ASDA	Dunraven Finance	John Lewis Plc	Sherwin-Williams
B&Q	East of England Co Op	JYSK Nordic	Staples
Bathstore	Ebay Europe	McDonalds Restaurants	The Co Operative Risk
Blacks	Everything Everywhere	Midlands Co Op Society Ltd	The Money Shop
Boots	Fossil	Next	TJ Morris
Brighthouse	Gala Coral	Nike	TJXEurope
Burberry	Game Stop Deutschland	Office Depot	Topps Tiles
Buy as you View TV	Geo PostUK	Paddy Power	Travis Perkins
Cex Ltd	H&T Pawnbrokers	Paddy Power Plc	Victoria’s Secret UK & Europe
Claires	Hobbycraft	Phones 4U	Waterstones
Comet	Holister	Republic	Wilkinsons
Cotton On Group	Inditex	Rippleglen Ltd	

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# Our Mission

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## OUR MISSION

Wicklander-Zulawski & Associates is a consulting and training organization dedicated to supporting professionals in the difficult task of identifying the truth. Our passion for the truth has led us to become a world leader in non-confrontational interview and interrogation training.

Over 450 programs are facilitated annually for clients in human resources, loss prevention, executive management, compliance, law enforcement and government agencies. Each program is specifically designed with the individual client to ensure maximum application value.

## VISION STATEMENT

Wicklander-Zulawski & Associates will continue to be a thought leader in the industry while consistently evolving to always offer best-in-class training and support for anyone who desires to use the truth to their advantage.[/vc\_column\_text][vc\_column][vc\_column width=”1/3”][vc\_single\_image image=”8334″ img\_size=”medium”][vc\_column][vc\_row][vc\_row][vc\_column]

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OUR FUNDAMENTALS

At Wicklander-Zulawski & Associates we hold ourselves to a core set of values and principles to guide in our mission, we call these “Our Fundamentals.” WZ is proud to have a team that embraces these as a guide in our effort to teach people to use the truth to their advantage. If you interacted with one of our team members and recognized a demonstration of these fundamentals, please share with us, so we can recognize our team member.

Click on the button below to recognize a WZ team member or to learn more about WZ’s fundamentals.[/vc\_column\_text]

[vc\_button title=“WZ Fundamentals” size=“large” href=“https://www.w-z.com/fundamentals/” color=“#1e73be”][/vc\_column][[/vc\_row]

Our Services

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Fully Responsive Design

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Visual Layout Builder

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Retina Display Ready

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Youtube Video Background

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Woocommerce Support

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SEO Optimations

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We Recomend This Theme

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### Full Responsive Design

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### Better CUsomer Support

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Great Development Team

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Call us today at +7 495-123-4567 or Email us at support@site.com

If you seek truth you will not seek victory by dishonorable means, and if you find truth you will become invincible.

[vc\_button title="Contact Us Now" position="tac" target="\_self" style="border" size="medium" icon="font-awesome" icon\_awesome="envelope" icon\_metrize="waves" border\_color="#ffffff" font\_color="#ffffff"][/vc\_column][vc\_row][vc\_row row\_bg="default" html\_opacity="1" video\_opacity="1" video\_quality="default" padding\_top="40" padding\_bottom="40"][/vc\_column width="1/1"]  
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Partner Links

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The International Association of Interviewers (IAI) offers valuable opportunities to grow your career, sharpen your skills and become among the elite in the interview and interrogation profession.

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Policetraining.net is dedicated to providing the most complete listing of law enforcement classes and seminars available. We provide timely and accurate information about police seminars, conferences, continuing education and training events.

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LP Magazine (aka LossPrevention magazine) has established itself as the leader in loss prevention news. Each issue provides news, information, and educational content for retail security—more commonly known as loss prevention—professionals.

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aging nearly 50 years of innovative study and research, we combine state-of-the-art behavioral science with real world practical experience to provide unique training in the fields of facial expression of emotion, nonverbal behavior, detecting deception and cultural adaptation.

Loss Prevention Foundation (LPF) is an international leader in educating and certifying retail loss prevention and asset protection professionals. LPF's mission is to advance the retail loss prevention and asset protection profession by providing relevant, convenient and challenging educational resources.

Prevention's #1 daily and fastest-growing digital e-newsletter and information resource, the D&D Daily delivers real-time news, information and industry trends that are reshaping the retail world

evention Academy offers online, e-learning training programs for Retail Loss Prevention/Profit Protection. Our courses were written by industry professionals with over 100 years experience in the industry

ail is a leading provider of loss prevention, risk management, and analytic solutions for retailers. We help retailers reduce risk and protect profits through a comprehensive suite of data management, analytic, and theft prevention solutions.

\* Our national team of professionals provide audits, training, incident resolution, analysis and consultation services to over seventy companies and eight thousand locations in the US and Canada. Our LP experts' diverse experience allow us to apply our broad knowledge and understanding to ensure our clients' loss reduction success.

Institute for Linguistic Evidence (ILE) is the first and only non-profit scientific research organization devoted to developing and testing forensic linguistic methods. ILE conducts pioneering research and development for methods of handling language as evidence and provides validated, tested and proven methods for answering forensically significant questions.

interviewer.com/cfi-certification/" onclick="custom\_link"]

[vc\_column\_text]A Certified Forensic Interviewer (CFI) is documented to be at the top of the field. CFI will help interviewers gain and test the skills and knowledge necessary to conduct a variety of investigative interviews with an understanding of the legal issues and with high levels of proficiency.

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## Partners

## PARTNERS

Meet the founders and partners that make Wicklander-Zulawski & Associates, Inc. (WZ) an industry leader in non-confrontational interview techniques.

Shane G. Sturman

Senior Partner | President/CEO  
Email: ssturman@w-z.com

Shane G. Sturman, CPP, CFI, started with WZ in 1994 as a seminar speaker and Co-Director of Investigations. Shane was named Vice President of Operations in 2001 and then President of the firm in 2006. Later, in 2008, he was designated as CEO.

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l-wayne-hoover
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Senior Partner | Executive Director

L. Wayne Hoover, CFI, is Senior Partner of Wicklander-Zulawski (WZ) and the Executive Director of the International Association of Interviewers (IAI), a company affiliated with WZ.

# David Thompson

David Thompson, CFI, is Partner, Vice President of Operations with Wicklander-Zulawski (WZ). He is responsible for the day to day operations, as well as strategic planning and the evolution of interview and interrogation content.

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<a href="https://www.w-z.com/instructors/" style="border: 1px solid black; padding: 5px; text-decoration: none; color: inherit;">Instructors</a>	<a href="https://www.w-z.com/staff/" style="border: 1px solid black; padding: 5px; text-decoration: none; color: inherit;">Sales &amp; Support</a>
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david-e-zulawski

Co-Founder/Senior Partner

David E. Zulawski, CFI, CFE is a founding partner of Wicklander-Zulawski & Associates, Inc. (WZ) and is responsible for R&D. He has personally conducted over 10,000 interviews and polygraph examinations throughout his career.

**Douglas E. Wicklander**

Co-Founder/Retired

Mr. Wicklander is a founding partner of Wicklander-Zulawski & Associates, Inc. He is a licensed polygraph examiner in the states of Illinois and Indiana. He has conducted over 10,000 polygraph examinations and interviews during his career.

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