



## Greater KC Chapter of IPMA-HR

### **MARK YOUR CALENDAR!**

#### **“WORK PLACE SAFETY-HOW HR CAN BE PRO-ACTIVE”**

Often the HR staff has had contact with an employee prior to that employee committing a violent act at the work place. Do you believe you have the skills necessary to identify the employee who is exhibiting signs that he or she may have the potential to harm co-workers? Do you know what you should do if you have concerns that an employee may commit a violent act at the work place? Or, what would you do if an employee returned to the office on a shooting spree?

Join us on September 17, 2009, when we welcome North Kansas City Police Officer **Robert (Rob) Russell**, for his program “Guidance for Surviving an Active Shooter Situation”. We’ll see real life examples of those who commit this type of violence, including the Columbine perpetrators, and we’ll see scenarios of potential work place incidents. By the time the program ends, we should have a better understanding of work place violence and ideas of how HR can be pro-active in these situations.

11:30am – Luncheon

12:00pm – 1:00pm - Program

Location – Mid America Regional Council (MARC)

600 Broadway, KC, MO

*Complete an evaluation form at the end of the program and you will be entered in the monthly drawing for a \$25.00 gift certificate (awarded at the program) **AND** you will be entered in the drawing for a free membership for the 2010-2011 program year (awarded at the annual conference in April, 2010).*

**NOTE: Attendance at the monthly programs qualifies for IPMA-HR and SHRM recertification points or CEU’s. Earn 1 point per program and 3 points for the April conference.**

To register for the September program, email Treasurer Jose Portuguez at [jose\\_portuguez@kcmo.org](mailto:jose_portuguez@kcmo.org) or use our on-line event registration at [www.ipmakc.org](http://www.ipmakc.org)  
Please register by September 11 if possible. We would like to have a pretty accurate count by the 11<sup>th</sup> because several board members will be in Nashville the 14<sup>th</sup> – 16<sup>th</sup> for the annual IPMA-HR conference.

## Robert Russell Biographical Information

Robert (Rob) Russell has been a Police Officer with the City of North Kansas for 18 years. He has served in virtually every specialized position including, Patrol Division, Investigations, Traffic, School Resource Officer, Bike Patrol, SWAT Officer (sniper), Metro Squad Member, Background Investigator and Recruiter.

Officer Russell earned a BA in International Relations and History from William Jewell College and is currently working on an Emergency Management degree through the University of Central Missouri and certification as an Emergency Manager. Officer Russell is a veteran of the US Army with service in Korea and Desert Storm with the 1<sup>st</sup> Infantry Division (Big Red One) out of Ft. Riley, KS.

Officer Russell has been presenting the Guidance for Surviving an Active Shooter Situation to businesses and organizations for two years.