

Stanley M. Slowik

Mr. Slowik has undergraduate degrees in physiology and psychology and an MBA from the University of Colorado. He is a contributing author to several texts, has published numerous articles and studies and has testified as an expert witness in federal and state criminal trials, Police and Fire Commission, Civil Service, EEO, NLRB, military courts martial & various legislative proceedings.

Mr. Slowik has personally interviewed over 17,000 individuals and trained or created programs for several hundred of the most respected public and private employers nationally and overseas. He is a frequent public speaker before all types of professional groups on the topics of selection systems, interviewing and criminal interrogation. Mr. Slowik is a member of the International Personnel Management Association, American Society of Law Enforcement Trainers, the American Society for Industrial Security and is an Honorary Deputy of the Denver District Attorney's Office.

Formerly Chief Executive Officer of John E. Reid & Associates and Director of London House/McGraw-Hill's Instructional Systems Division, Mr. Slowik created portions of the Reid Interviewing & Interrogation course. He has trained representatives from the Office of Personnel Management, Central Intelligence Agency, Federal Bureau of Prisons, F.B.I. Academy, Naval Investigative Service, Alaska, Arkansas, California, Colorado, Georgia, Florida, Idaho, Illinois, Kansas, Louisiana, Maine, New York, Ohio, Oregon, Rhode Island, Texas, Utah, and Washington state governments, cities of Boston, Chicago, Cleveland, Dallas, Denver, Minneapolis, Philadelphia, Portland, San Francisco, and Seattle, the Smithsonian Institution, numerous other city and county government agencies and many of the most respected private firms and employers.

HILLSBOROUGH COMMUNITY COLLEGE

**Criminal Justice Institute
Ybor City Campus
Public Service Technology Building
2002 N. 17th Street
Tampa, FL 33605**

(813) 253-7952 or (813) 259-6462

E-Mail: pbavilacqua@hccfl.edu

Fax: (813) 253-7973

Objective Pre-Employment Interviewing

(16 Hours)

Specialized Training Course

**July 28-29, 2009
0800-1700**



**Criminal Justice Institute
Hillsborough Community College**

Objective Pre-Employment Interviewing Techniques - "Dealing Effectively with Applicant Misrepresentation"

It has been estimated that 30% to 80% of all resumes and/or applications contain false information. References either do not have or are reluctant to share all employment information for fear of slander/libel suit. Drug testing is easy to defeat by temporary abstinence, polygraphs are already illegal for the private sector and psychological tests are banned in several states with federal legislation pending. Record checks are limited to those information needs for which records exist - often not the case with many critical information needs.

Yet, in this age of negligent hiring/retention litigation, fiscal restraint and demands for greater productivity and ethical behavior, the need for accurate hiring information - at a reasonable cost - has never been greater.

In this course students will be taught how to recognize the signs of verbal, vocal, & visual behavior that occurs during selection interviews as they relate to the widespread problems of exaggeration, fabrication, minimization, omission, and deceptive denials.

They will also learn how to develop interview techniques that encourage the disclosure of accurate information particularly when the applicant perceives that candor could lead to disqualification.

And they will learn to refine the ability to discuss critical but sensitive topics (dismissals, integrity, substance abuse) in ways that do not offend or alienate candidates.

These proven techniques will allow your organization to identify, define and quantify critical information needs, encourage more accurate information where misrepresentation is possible if not probable and drastically reduce selection costs in an objective, legal and effective manner.

In addition, there will be extensive, updated material presented on the new Americans with Disabilities Act presented.

This course is approved for mandatory retraining only.

Who should Attend?

- Human Resource Staff
- Law Enforcement / Corrections
- Loss Prevention Personnel
- Administrators
- Background Investigators
- Managers
- Department Heads
- Anyone involved in the selection of new employees

Date & Time: Jul 28-29, 2009
0800-1700

Instructor: Stanley M. Slowik

Location: Ybor Campus
Public Service Tech.
Bldg. Tampa, Florida

Enrollment: Limited to 30

Registration

Deadline: July 14, 2009

This is a Criminal Justice Standards and Training Commission Trust-Funded Course for Region IX.

Officers in Region IX attend free of charge.

In order to attend, all officers are required to process the appropriate paperwork through their respective agencies.