



**Scottsdale Police
Department
Scottsdale, AZ**

Mass Killers: How You Can Identify Workplace, School & Public Killers *Before They Strike!*

February 27 - March 3, 2017

Presented by

Mike Roche



The Alpha Group

Professional Speakers and Trainers
Serving the Criminal Justice Community
We Turn Theory Into Practice™

The Program

The Aurora, Colorado, Theater Massacre. The Newtown, Connecticut School Shooting. Mass murders that have occurred at Virginia Tech University, Fort Hood, Texas, the Washington Naval Yard and at schools, churches, shopping malls and a multitude of other public places throughout the country. Any more these acts of violence seem to be happening on an almost daily basis.

Law enforcement has learned how to *respond* to these incidents. However, little attention and even less training have been given to teach people **how to identify mass killers BEFORE they Strike**—until now! **This one week (36 hour) “hands-on” program will show you the importance of being proactive rather than reactive when dealing with potentially violent situations.** You will learn *WHY* people commit these acts of mass violence and be given both methods and strategies that can be used to assess their potential for violence as well as manage and reduce the risks they pose.

Following a violent incident, too often we learn that there were threats and/or behaviors that, had we been more attentive to them, would have signaled violent intentions. **“Why didn’t we see it coming?” That is the question the media asks after every high profile violent event.** Within law enforcement there is a need to recognize and understand the indicators of imminent violence. And, just as important, are the skills one must possess if they are to intervene and diffuse violent situations successfully.

There are risk factors of potential violence that even law enforcement personnel can easily overlook. We often hear comments such as, “He just snapped” or, “I thought he was joking.” Behavioral cues and comments made **PRIOR** to a violent event prove that people don’t “just snap.” **Threats are made by desperate people with a grievance. And these people—as well as the risk they pose to others—can often be evaluated and reduced IF you know what to look for.**

To accomplish this training objective you will first become acquainted with the importance of identifying risk factors and the implementation of threat management strategies and safety plans to protect the public. You will then delve deeply into the minds of violent crime offenders to learn the difference between individuals who are merely “blowing off steam” and those who pose a bona fide threat. You will also be acquainted with—and then shown how to use—a variety of risk assessment instruments and processes to help you differentiate one from the other.

The topics presented in this program will examine the observable behaviors that provide an opportunity to assess a person’s commitment to harm another person or group in our schools, at work or in other public places. **You will also learn the traits of offenders who resort to threatening, stalking and other violent behaviors and what to expect from the organized or dis-organized personalities of these individuals.** Additional segments will focus on domestic terrorism as it relates to the “Mass Killer” personality.

This course will also provide you with the **behavioral characteristics** and **markers** of those individuals planning targeted violence, both inside and outside the workplace. These **red flags** will be beneficial in conducting risk assessments of potentially violent situations. Protective factors that inhibit violence will also be covered with risk assessment.

This is an *Essential* Course for:

- Crime and Intelligence Analysts
- Violent Crime Investigators
- School Resource Officers
- Patrol Officers and Detectives
- Critical Incident and EMS Personnel
- Community Policing officers
- Law Enforcement Administrators and Managers
- School Administrators and Security Personnel
- Human Resource Personnel
- Hostage Negotiators
- Dignitary Protection Personnel
- Corporate and Industrial Security Professionals

Here’s What You Will Learn

This course will provide you with an introduction to a broad range of techniques you can use to recognize the signals of an impending act of targeted violence. We’ll demystify essential professional skills involving:

Operational Issues

- Answering the Big Question: Do People Just Snap?
- New Lessons Learned from History
- Identifying the Path to Violence
- Assessing Verbal and Written Threats
- Why Do They Do It?—The Motivational Factors Behind Targeted Violence
- Identifying Attack-Related Behaviors
- The Mindset and Common Behavioral Characteristics of Mass Killers
- The Radicalization of Mass Killers
- Delving into the Mind of Psychopaths and Sociopaths
- Narcissism and Its Influence on Violence
- Understanding the Risk Factors of Mental Illness and Violence
- Stalkers and Personal Safety
- They Make Headline News! Examining Middle School, High School and College Violence
- The Challenges of Campus Security and the Protection of Students and Staff
- How to Identify the Characteristics of Toxic Workplaces and How to Restore Civility
- How to Say “You’re Fired” without Getting Killed! Diffusing Anger and Dealing with Difficult People
- How to Interview Potential Mass Killers
- Sources of Information for Investigators Conducting Threat Assessments
- Establishing and Training a Threat Assessment Team
- The Prosecution and Mitigation of Potential Offenders
- *And much, much more!*

The Hands-On Assessment Process

This hands-on, learn-by-doing program will show you how to assess written and oral threats to individuals and groups. Through the use of lectures, video presentations and case studies you will learn effective methods of distinguishing between low and high-risk situations. Class exercises will give you the opportunity to analyze a variety of threats commonly seen within the workplace, schools and stalking incidents. This format of instruction will facilitate interactive participation and provide you a sense of confidence when evaluating violent threats.

About Our Identifying Mass Killers Before They Strike! Programs

Law enforcement officials send their sworn officers and civilian personnel to our courses because of our actual experience in evaluating risk and our proven ability to provide high-quality, performance-oriented training. Class exercises are based on real-world crime problems law enforcement personnel confront each day. As such, students return to their agencies with not only the knowledge of **what** they should do, but, more importantly, **how** they should do it. Skills are developed by instructors who are intimately familiar with the use of threat assessment techniques, and by the students' use of our **comprehensive, easy-to-understand course materials**.

These elements contribute to the continued popularity of our *Mass Killers: How You Can Identify Workplace, School & Public Killers Before They Strike!* training programs. Our success, however, comes from our achievement of one important goal: *We turn Theory Into Practice.™*

What Others Say About Our Training

"Mass killers erupt from the shadows and inflict carnage on innocent people attending, work, school or public events. The warning signs of these murderers' intentions are often blinking like neon billboards and are overlooked. This course examines the behavioral mindset of these assassins and will assist those seeking knowledge of how to stop these killers from murdering innocent people and the resulting psychological trauma associated from these horrific events."

"As a former police officer and SWAT member, I have a strong appreciation for Mike's experience. He outlines clear indicators of potential problems in mass shooting/active shooter scenarios. Mass killings are a modern problem. But thankfully, Mike provides a thorough guide to help you prepare for and possibly prevent these terrible incidents."

About The Alpha Group

The Alpha Group is comprised of professional speakers, trainers, and researchers who provide their expertise and practical experience to criminal justice, public safety and victim service organizations. The organization is recognized internationally for its ability to provide training in crime and intelligence analysis, criminal investigative analysis, threats of violence, statement analysis, interview and interrogation techniques, homeland security and terrorism analysis, and other such unique areas of law enforcement.

About Your Trainer

Mike Roche, B.A., has over three decades of law enforcement experience. He began his career with the Little Rock Police Department first as an officer and later as a detective. He then spent a year as a Special Agent with the Bureau of Alcohol Tobacco and Firearms before transferring to the U.S. Secret Service.

For the next twenty-two years Mike conducted investigations for the Service's New Orleans and Miami Field Offices before being assigned to the Protective Intelligence and Assessment Division in Washington, D.C. While assigned to the Division, Mike conducted threat assessments while traveling with the President and other dignitaries. He also served as the Intelligence Liaison to the FBI and CIA headquarters.



Upon his arrival in Tampa in 2001, Mike Roche became the Protective Intelligence Coordinator over all threat related investigations as well as a member of the government's Joint Terrorism Task Force. It was in this position that Mike served as a primary evaluator and investigator of the daily threats made against Presidents George H. W. Bush, Bill Clinton, George W. Bush and Barack Obama. As a threat assessor for the President and other notable high-level governmental figures, Mike became a recognized expert in the field of violent crime, and during his last fifteen years with the U.S. Secret Service focused on researching, conducting, managing, and teaching threat assessments. He has also prepared threat assessments and threat management strategies for domestic violence, stalking, school violence, workplace violence, extremism, the mentally ill, and threats towards government officials, celebrities, public officials, private citizens and corporations. Mike therefore brings a depth of knowledge to his audiences as a result of his unique experience in conducting threat assessments and interviewing countless subjects who were intending to commit an act of mass violence.

Mike Roche was an adjunct faculty instructor at St. Leo University teaching Risk Assessments of Physical Structures and Conducting Behavioral Threat Assessments of Mass Killers. He is the author of three works of fiction and two non-fiction books: *Face 2 Face: Observation, Interviewing and Rapport Building Skills: an ex-Secret Service Agents Guide* and *Mass Killers: How You Can Identify Workplace, School and Public Killers Before they Strike*.

Mike Roche currently consults on criminal investigations and threat assessments and instructs on interviewing and forensic crime analysis to law enforcement officers and civilian personnel throughout the United States. He has provided his insights to the news media including *VoiceAmerica*, *Fox*, *ABC* and the *BBC*. He is also a regular contributor to *Law Enforcement Today*. Among many others, cases on which Mike has provided commentary include the second shooting at Ft. Hood, Texas, the Santa Barbara/Isla Vista Massacre and the Seattle Pacific University Killings.

Course Times

The course begins at 8:00 AM on Monday, February 27, 2017 and concludes at 12:00 Noon on Friday, March 3, 2017. Course hours are from 8:00 AM to 5:00 PM Monday through Thursday and from 8 AM to 12:00 Noon on Friday.

Tuition Information

Tuition is \$595 per person for the one-week (36 hour) program of instruction. It also includes:

- A copy of Mike Roche's textbook, ***Mass Killers: How You Can Identify Workplace, School and Public Killers Before They Strike***. This fascinating book complements Mike's presentations and uncovers the hidden motivations that drive mass killers to commit violent acts, explains how they select their targets, methods of deterrence to prevent an attack, and much, much more!
- In-class supplemental course materials.

These are more than reference materials...they're the "silent partners" you'll take back to your job to help you increase your knowledge and strengthen your skills.

- An impressive certificate of completion that will be presented to you upon completion of the course.

PLEASE NOTE: Tuition does not include lodging, meals, transportation to and from the meeting site, parking, or items of a purely personal nature (pens, pencils, paper, etc.)

Is This Course Tax Deductible?

Expenses associated with the attendance of skill-building and professional enhancement programs such as the *Mass Killers: How You Can Identify Workplace, School and Public Killers Before They Strike!* training course are often tax deductible. Check with your financial advisor to verify applicability of the tax law to your particular situation.

Registration Information

Reserve your seat now! Mike Roche's courses fill quickly and seating is limited. To register for the course, please contact the Alpha Group to request the registration form. Payment must be received no later than February 8, 2017. **Make Checks or money orders payable to The Alpha Group.** Please send the registration form and your remittance to: Diana, The Alpha Group, PO Box 8, Montclair, CA 91763. You may also register by phone by calling Diana at (949) 600-5196, or by emailing your registration form to her at: crimecrush@alphagroupcenter.com. For credit card payments, please call The Alpha Group at (949) 600-5196.

Substitutions And Cancellations

Anyone can substitute for you. If this becomes necessary, please call and let us know. If you need to cancel and you contact us no later than February 8, 2017, we'll refund your tuition, less a \$25.00 per person processing fee. The tuition is nonrefundable for any cancellations made after February 8, 2017. The Alpha Group reserves the right to substitute speakers should the featured presenter become incapacitated. In the unlikely event that the course is cancelled, the Alpha Group's liability shall be limited solely to refunding of tuition payments.

Course Location and Hotel Accommodation Information

Please contact the course host for course location and hotel accommodation information. The host is the Scottsdale Police Department, Mary Bertuccelli. You may contact Mary by phone at (480) 312-8155, or by email at mbertuccelli@scottsdaleaz.gov. Class Location: Scottsdale Police Department Hontz Training Facility, 911 N Stadem Dr, Tempe 85281.

For Additional Information

If you have any questions or need additional information about the *Mass Killers: How You Can Identify Workplace, School & Public Killers Before They Strike!* training course, please contact Steve Gottlieb, Executive Director of the Alpha Group, by telephone at (909) 989-4366, by email at crimecrush@alphagroupcenter.com, or via our website at www.alphagroupcenter.com.



The Alpha Group

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