Safety & Risk Management Training Topics

- Accident Reporting & Investigation – Worker's Compensation
- Asbestos Awareness
- Back Safety & Safe Lifting
- Basics of Behavioral Based Safety
- Bloodborne Pathogens
- Chain Saw Safety
- Conducting Facility Inspections
- Confined Space Entry
- Cut-Off Machine Safety (Chop Saw)
- Defensive Driving Basics
- Ergonomics
- Excavation Safety
- Fall Protection
- Flammable & Combustible Liquids
- Forklift (Powered Industrial Trucks)
- Hazard Communication (Employee Right-To-Know)
- Hearing Conservation
- Ladder Safety
- Lead Safety Awareness
- Lockout/Tagout
- Machine Guarding/Hand & Portable Tool Safety
- OSHA 300 – Injury& Illness Recordkeeping
- Personal Protective Equipment (PPE)
- Playground & Parks Inspections
- Respiratory Protection
- Safety Committees & Safety Awareness
- Seasonal Employee Safety Orientation
- Silica Awareness Training
- Slips, Trips & Falls
- Work Zone (MUTCD) Traffic Safety

Human Resources & Employment Practices Liability Training Topics

- ADA Coordinator
- Americans with Disabilities Act – Title I
- Americans with Disabilities Act – Title II
- Anti-Discrimination
- Anti-Harassment for Employees
- Anti-Harassment for Supervisors
- Basics of Workers Compensation
- Behaviorally Anchored Interviewing
- Coaching for Improved Work Performance
- Conducting Reference Checks
- Customer Service
- Discipline (and the 7 Tests of Just Cause)
- Diversity
- Documentation
- Drug & Alcohol Awareness
- Drug & Alcohol Testing
- Employee Onboarding
- Employee Performance Evaluations
- Employment Law
- Ethics for Employees
- Ethics for Supervisors
- Facilitating & Running Meetings
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- Hiring
- Investigating a Complaint of Harassment
- M.E.E.T. on Common Ground – Managing for Respect in the Workplace
- Police & Fire commission – Role & Responsibility
- Systemic Discrimination
- Violence in the Workplace
- Wrongful Termination

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Cities & Villages Mutual Insurance Company
9898 W. Blue Mound Road
Wauwatosa, WI 53226-4319
262-784-5666

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Emerging Leader Certification Training Track

Module 1 Day 1: Employment Law & HR
- Family Medical Leave Act (FMLA
- Americans with Disabilities Act (ADA)
- Anti-Harassment
- Fair Labors & Standards Act (FLSA)

Module 1 Day 2: Coaching & Feedback
- Performance Feedback Roles & Process

Module 1 Day 3: Mentoring for Leaders
- Mentoring Roles & Process

Module 2 Day 1: Leadership (Technical View)
- Drug & Alcohol: Leadership's Role

Module 2 Day 2: Leadership (Soft Skills)
- Time Management
- Emotional Intelligence
- Stress Management

Module 2 Day 3: Leadership (People View)
- Mindsets
- Change Management
- Leadership & Motivation

Module 3 Day 1: Safety for Leaders
- The Supervisor's Role in Safety
- Hierarchy of Controls
- Accident Reporting

Module 3 Day 2: Employee Differences
- Generational Differences
- Diversity Training
- Civility Training

Module 3 Day 3: Ethics for Leaders
- Ethical Analysis Frameworks
- Create an Ethical Culture on the Job

Module 4 day 2: External Communication for Leaders
- Customer Service
- The Media
- Social Media

Module 4 Day 2: Internal Communications for Leaders
- Business Writing
- Meeting Management
- Employee Training

Module 4 Day 3: Professional Communication for Leaders
- Public Speaking
- Visual Aids

Perfecting Leadership Certification Training Track

Module 1 Day 1: Recruiting, Interviewing & Hiring
- Family Medical Leave Act (FMLA
- Americans with Disabilities Act (ADA)
- Anti-Harassment
- Fair Labors & Standards Act (FLSA)

Module 1 Day 2: Retraining & Training
- Stay Interviewing
- Gap Analysis
- Employee Training

Module 1 Day 3: Performance Evaluations
- The Performance Evaluation Process
- Practicing the Conversation

Module 2 Day 1: Strategic Planning & Visioning
- Mission, Vision, & Value Statements
- Strategic Thinking

Module 2 Day 2: Policy Development Workshop
- Time Management
- Emotional Intelligence
- Stress Management

Module 2 Day 3: Succession Planning
- Mindsets
- Change Management
- Leadership & Motivation

Module 3 Day 1: The Leadership Challenge Workshop
- Special 2 Day Leadership Workshop (Capstone)

Module 3 Day 2: Negotiation for Leaders
- Negotiation & Influence

Module 3 Day 3: Project Management
- Create an Ethical Culture on the Job

CVMIC Menu of Services

CVMIC Leadership Training Topics

- Business Writing
- Change Management
- Civility
- Coaching
- Conflict Resolution
- Customer Service
- Discipline
- Diversity
- Emotional Intelligence

- Ethics (Leadership)
- Generational Differences
- Leadership: Technical Skills
- Leadership: People Skills
- Media Training
- Mentoring
- Negotiation & Influence
- Performance Evaluation (Cycle)

- Project Management
- Public Speaking & Visual Aids
- Social Media
- Stay Interviewing
- Strategic Thinking
- Stress Management
- Succession Planning
- Time Management
- Training & Development

Loss Control Services

Model Policies:

- Law Enforcement Policies
- Personnel & Employment Practices Liability Policies
- Safety Policies

Advantage Programs:

- CVMIC Grant Program
- Cyber Liability Program
- NeoGov Insight Users
- Battery Shut-Off Switches

- Biddle Testing Users
- IT Assessments
- Member Spotlight Program
- WILEAG Support

Loss Control Services

Assessments

- Safety & Health Assessment
- Human Resources Assessment

Ergonomics

- Ergonomic Assessments

Industrial Hygiene

- Fume Hood Testing
- Sound Level Testing

Inspections

- Facility Inspections
- Park & Playground Inspections
- Work Site Safety Assessments

Loss Trend Analysis

- Review & Explain Loss Runs

Policy Development

- Assist in the Development of Policies
- Policy Review Services

Safety Committee Assistance

- Assist in Developing a Safety Committee
- Attend Safety Committee Meetings
- Re-Energize Your Safety Committee

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Online (eLearning) Courses

Human Resources, Management & Supervision

- ADA Title I
- Anti-Harassment: Promoting a Positive Workplace
- Behavior-Based Safety Training
- Complying with HIPAA for Business Associates
- Complying with HIPAA for Covered Entities
- Complying with HIPAA for Hybrid Entities
- Conflict Resolution
- Documentation
- Employee Assistance Programs for Employees
- Employee Assistance Programs for Supervisors
- Employee Development
- Employee Training
- Employer and Employee Rights and Responsibilities
- Ethical Decision Making
- Fair Labor Standards Act (FLSA)
- The Performance Evaluation Process for Employees
- The Performance Evaluation Process for Supervisors
- The Power of Respectful Language
- Uncovering Implicit Bias
- Understanding Workplace Culture
- Workplace Bullying and Violence Prevention

Safety

- Accident Incident Investigation
- Aquatic Safety
- Arc Flash Safety
- Asbestos Awareness
- Back Safety
- Backhoe Safety with Trackhoe Supplement
- Behavior Based Safety Training
- Bloodborne Pathogens
- Compressed Gas Safety
- Confined Space Entry
- Electrical Safety
- Emergency Communication in the Workplace
- Emergency Response in the Workplace
- Emergency Response: Incidental Chemical Releases
- Eye and Face Protection
- Fall Protection
- Fire Protection
- Forklift Safety
- Forming Effective Safety Committees
- Hand and Finger Safety
- Hand and Power Tool Safety
- Hazard Communication
- Hearing Conservation
- Ladder and Scaffolding Safety
- Landscape Safety
- Lockout/Tagout Training
- Office Safety
- Personal Protective Equipment (PPE)
- Playground Safety
- Preventing Slips, Trips, and Falls
- Road Grader Safety
- Safety Data Sheets
- Safety Rules and Procedures
- Snow Plow Safety
- Street Sweeper Safety
- Supervisor Safety Awareness Program
- Trenching and Excavation Safety
- Work Zone Safety
- Working in Extreme Temperatures
- Working Outdoors in Warm Weather
- Workplace Ergonomics

Online (eLearning) Courses *Continued*

Driver Safety / DOT

- Avoiding Collisions
- Avoiding Collisions While Backing & Parking
- Defensive Driving
- Driving Around Animals
- Driving in Adverse Weather
- Driving While Impaired
- Driving with Distractions

- Dump Truck Safety
- Flagger Safety
- Intersections: Turning & Right of Way
- Reasonable Suspicion for Drug and Alcohol Testing: Signs and Symptoms of Alcohol Misuse

- Reasonable Suspicion for Drug and Alcohol Testing: Signs and Symptoms of Drug Use
- Reasonable Suspicion for Drug and Alcohol Testing: The Role of the Supervisor
- Winter Driving Safety

Law Enforcement / First Responder

- Below 100
- Below 100 Tenets: Remember, Complacency Kills!
- Below 100 Tenets: Watch Your Speed
- Below 100 Tenets: Wear Your Belt
- Below 100 Tenets: Wear Your Vest
- Below 100 Tenets: What's Important Now?

- Bloodborne Pathogens for Law Enforcement Officers
- False Arrests and Arrest Liability for Law Enforcement
- Guide to Consensual Encounters
- Law Enforcement Ethics
- Off-Duty Conduct

- Personnel Guidelines for Law Enforcement (Part 1)
- Personnel Guidelines for Law Enforcement (Part 2)
- Preventing Slips, Trips, and Falls for Law Enforcement Officers
- Situational Awareness and Ambush Precautions for Law Enforcement

Cyber Security

- Complying with HIPAA for Business Associates
- Complying with HIPAA for Covered Entities
- Complying with HIPAA for Hybrid Entities
- PCI Security Standards at the Point of Sale

- PCI Security Standards for IT and Back Office
- PCI Security Standards for Managers
- PCI Security Standards on the Phone and Online
- Preventing Phishing

- Records Management
- Responsible Use of Social Media
- Security Awareness
- Security Awareness with Privacy Principles

Recorded Webinars

Human Resources

- Background Checks
- Best Practices: From Press Releases to Press Events
- Diversity
- Draft Effective Documentation Involving Employee Misconduct
- Driver's Privacy Protection Act (DPPA) Update
- Drivers Privacy Protection Act (DPPA)
- Employee Motivation
- Employee/Employer Rights & Responsibilities
- Family and Medical Leave Act (FMLA) Overview
- Fifth Amendment: Understanding the Concept of the Garrity Warning and the Impacts Thereof
- First Amendment: Management of Employees in Consideration of

- Employee First Amendment Rights
- Fitness for Duty Evaluations
- Fourteenth Amendment: Employee Due Process Rights in Property and Liberty Interest Hearings
- Fourth Amendment: Understanding Employer Searches and Seizures During Investigations
- Fundamental Legal Issues Involving Public Records Requests
- Hiring Practices
- How to Deal with a Problem Employee – Part 1
- How to Deal with a Problem Employee – Part 2
- Internal Investigations: Legal Issues & Strategic Decision

- Interviewing: Five Easy Steps
- Legally Compliant Job Descriptions
- Managing Media Messages During Critical Incidents
- Meditation in the Workplace: A Hands-on Approach
- Onboarding
- Setting Goals and Performance Standards
- Social Media
- Strategic Communication in Public Safety: Tools of the Trade
- Testing for Opioids and the Impact to Your Organization

Safety

- Accident Investigation – WC - Part 1
- Accident Investigation – WC - Part 2
- Accident Investigation – WC - Part 3
- ANSI 107 Changes to HVSA and the Impact to Your Community
- Conducting Facility Safety Inspections

- Cutting Through OSHA's Final Rule Regarding Concrete/Silica Dust Exposure
- Hazard Communication
- OSHA Recordkeeping – Maintaining the OSHA 300 Log

- Protecting Municipal Employees from Opioid (Fentanyl) Exposure
- Response to Bariatric Patients
- Safety Committees
- Seasonal Employee Training
- Sleep Deprivation: In Judgement and Safety

Recorded Webinars *Continued*

Risk Management & Insurance

- ACE Privacy and Network Security Liability: CVMIC Onboarding
- Certificates of Insurance & Insurance Endorsements
- Cyber Security: Threats and How to Protect Against Them
- Duty Disability
- Establishing a Drone Program

- Introduction to Contractual Risk Transfer
- Introduction to Drones
- Investigating Drone Related Incidents
- Nuts and Bolts of Liability Claims Handling

- Police and Fire Commission Liability
- Special Events, Waivers of Liability & Recreational Immunity
- True Cost of Loss
- Workers' Compensation

System Resources

- Document Management & Employee Performance Tracking Software

- NEOGOV User Group Meeting 2014 Advanced Filtering & Reporting
- NEOGOV User Group Meeting: Auto-Scoring

- New Learning Link Admin System Overview

Professional Development

- Civility in the Workplace: Working Together to Get Along
- Conducting Effective Meetings
- Emotional Intelligence
- Ethics in the Workplace
- Generations at Work: Preparing for and Engaging with Our Younger Generation

- Generations at Work: Understanding Our Differences
- Improving Organizational Communications
- Managing Mindsets: Growing Effective Results for Yourself, Your Staff, and Your Organization

- Mentoring New Hires: Program Development - Part 1
- Mentoring New Hires: Program Development - Part 2
- Mentoring New Hires: Training the Mentor - Part 3
- The Power of Contagiousness
- Time Management