



Threat Management *Team Training*

Given the critical nature of a TMT's work and to generate a competent team, TMTs require both initial and ongoing training *as a team*. The complexity of assessing and managing threats demands a high level of expertise, coordination, and preparedness. Training is also essential for understanding how each function on the team adds value when real incidents occur and aligns all members *as equal* on the team--every member has a voice on the TMT. The Standards outline the critical nature of training for the TMT, here's a segment from the ANSI Standard:

"Members of the Threat Management Team should receive the most detailed and comprehensive training regarding the behavioral or psychological aspects of violence, violence risk screening, investigatory and intervention techniques, incident management, and multidisciplinary case management strategies."

Initial BTAM Training

Foundational Knowledge

- Core Concepts - Initial training provides TMT members with a comprehensive understanding of the principles of threat assessment and management. This includes recognizing potential threats, understanding the psychology behind threatening behavior, and learning the legal and ethical considerations involved in threat management.

- Role-Specific Skills - Each team member must understand their specific role within the TMT, including the responsibilities of security personnel, HR, legal advisors, and other involved departments. This ensures that every member knows how they contribute to the overall strategy.

Building Team Dynamic:

- Scenario-Based Training - Practical, scenario-based training allows team members to apply their knowledge in controlled environments. These exercises simulate real-world situations, helping the team practice their response strategies and identify areas for improvement.

Periodic Continuation and/or Refresher Training

Continuous Improvement:

- Ongoing Education: Threat Management is a dynamic field, with new threats and strategies emerging regularly. Periodic training ensures that TMT members stay up to date with the latest developments and best practices. This ongoing education can include advanced courses, workshops, and seminars.
- Refresher Courses: Regular refresher courses help reinforce foundational skills and knowledge, ensuring that team members retain critical information and remain prepared for any situation.

Team Cohesion:

- Regular Team Training: Just as initial training focuses on building team cohesion; periodic training should reinforce these bonds. Training the team as a unit helps maintain a high level of coordination and readiness. It also provides opportunities to integrate new members smoothly into the team.
- Real-Time Feedback: Periodic training sessions offer the chance to review past performance and incorporate feedback. This continuous loop of practice and evaluation helps the team refine their strategies and improve their response times.

Methods of Training Provided by CPPS

Unlike other training, training for the TMT is important to be sourced from outside experts. Due to the depth of information and nature of the work, outside expert(s) may offer experience, credibility, and necessary perspective to facilitate organizational BTAM operations. Depending on the provider, training delivery may vary. CPPS provides the following options for Threat Management Team training:

- Threat Management Team Training - This training ensures TMTs receive classical training in BTAM and includes a curriculum to generate the fundamental understanding required of a TMT. Provided onsite or virtual, this training aligns the TMT and delivers the core curriculum outlined in the Standards. Once complete, this training is paired with scenario training to exercise the curriculum and practice BTAM principles in real-time with an expert present. Live training is a powerful means to have active discussion with respect to applying BTAM concepts to your organization

- Online Course (*Threat Management Team Training Course*) - Offers flexibility, allowing team members to complete training at their own pace. These courses can cover a wide range of topics, from basic threat assessment principles to advanced management techniques. This online course pairs with live scenario training, as described below.
- Live Scenario Training - Included within initial and periodic training, CPPS works with TMTs to navigate sanitized cases and iterative scenarios, providing the team an opportunity to practice operational procedures, team interoperability, and BTAM concepts.

If your TMT has not been trained or maybe it's been a while since all members have joined to practice together, [contact us](#). It'd be our pleasure to help your team reach the next level!