



Dr. Olivia Johnson

2024 - 2025

COURSE CATALOG

Sheepdog By Design™



This course was created due to the significant increase in police officer resignations and retirements nationwide. Officers were beginning to lose faith in improvement and their dedication to their mission.

This course aims to tackle the challenges faced by today's first responders and inspire participants to rediscover their enthusiasm and commitment to their careers and personal lives and igniting their commitment to the communities they serve.



Duration: 2, 4, and 8-hour formats



Learning Goals and Objectives:

- Participants will identify your “WHY”
- Participants will demonstrate what it means to serve and protect
- Participants will identify personal and occupational risk factors
- Participants will understand the importance of spiritual wellness and purpose
- Participants will construct a foundation to foster relational purpose
- Participants will create a game plan to reduce risk through inoculation
- Participants will recognize the threat from within

Stopping the Fatal 10 Factors of Law Enforcement Suicide



Participants will receive information about the suicide deaths of law enforcement and correctional officers from 2017-19. They will be presented with compelling data about the leading factors that contribute to or influence a death by suicide. This class talks in-depth about each of the factors, how they impact lives, families, and careers.

This class is foundational in helping to inoculate officers against these risk factors whether they are just starting in the academy, have years on the job, or are getting ready to retire. The data collected looks at over 120 data points and provides a clearer picture about why these deaths are occurring, to include non-fatal attempts and overdose deaths.



Duration: 2, 4, and 8-hour formats



Learning Goals and Objectives:

- Demonstrate verbally the components of the Fatal 10
- Identify personal and occupational risk factors (on and off-duty)
- Identify common profile of a police officer suicide based on the Fatal 10
- Develop a game plan to reduce risks through inoculation

The Balanced Warrior: Proactive Officer Wellness

Participants will realize what it means to be a balanced warrior and they will understand the importance of personal and professional issues facing officers and their families and the detriments to not maintaining balance. This is a very hands-on class with lots of individual and group work. This is a heavy scenario-based/role-playing class that assists officers, administrators, and families in conflict resolution and other issues that cause road blocks personally and professionally. This is an exceptional class for peer support members or those considering becoming a peer support member.

Missouri POST Certified 8-hours.



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Participants will complete an initial wellness assessment
- Participants will identify areas in need of positive change
- Participants will replace negative factors with positive influences
- Participants will identify the pillars of holistic wellness
- Participants will distinguish between good and bad forms of stress
- Participants will demonstrate positive coping mechanisms used to reduce stress and anxiety
- Participants will recognize link between substance abuse, mental health issues, and suicide
- Participants will develop a personal wellness plan

Surviving & Thriving Behind the Badge

First responders face many dangers on the job. Training is readily available for addressing officer safety from an armed assailant stand point. But training stops short of addressing officer safety from an officer wellness stand point. Trained officers are more confident, competent, and capable when aware of all the dangers of the job. This course is about personal empowerment – it is about surviving and thriving behind the badge.



Missouri POST Certified 8-hours.



Duration: 4-hour and 8-hour formats

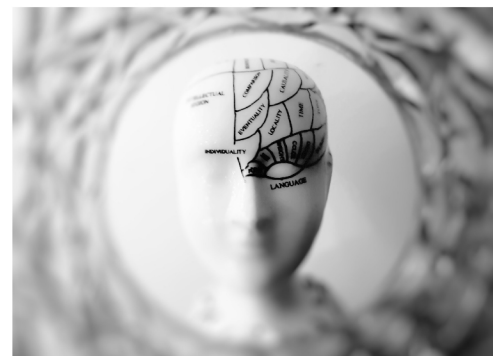


Learning Goals and Objectives:

- Participants will acquire anger management skills
- Participants will identify stress in first responders
- Participants will develop recognizable examples of a health heart
- Participants will recognize cultural influences on their health
- Participants will provide examples of when and how to ask for help
- Participants will verbalize through role-playing how to communicate with healthcare providers
- Participants will develop suicide awareness and prevention strategies

Law Enforcement Psychological Autopsy (LE-PA) Post-Mortem Investigation

Death by suicide is a leading cause of death among first responders. Understanding the circumstances and events preceding death can help better understand some of the unknowns that follow a death by suicide. Putting the pieces together will not provide all the answers as to why someone chose to die by suicide, but it will assist agencies and families in future prevention and awareness efforts. Instructor received Law Enforcement Psychological Autopsy certification per the American Association of Suicidology 2020. **Missouri POST Certified 8-hours.**



 **Duration: 8-hour format**

 **Learning Goals and Objectives:**

- Participants will acquire an understanding of why the PA is useful
- Participants will identify pros and cons to the PA
- Participants will develop a timeline (1-year preceding death) for the decedent (major items)
- Participants will build skills in identifying who should be interviewed
- Participants will develop skills to search and find documentation on the decedent
- Participants will understand their State's Sunshine Laws, FOIA/FOIL for obtaining records
- Participants will develop a system of information collection and online presence
- Participants will build a simulated PA

Police Stress: The Good, the Bad, & the Ugly

Stress and anxiety-type disorders affect millions of Americans every year. In fact, of those suffering from such disorders less than one-third receive treatment (Anxiety & Depression Association of America [ADAA], 2012), even though most stress and anxiety disorders are treatable. Anxiety-type disorders can be genetic in nature, but many more have been linked to life events and alterations in brain chemistry, as is the case with many first responders.

These disorders can be catastrophic to the individual and family, and to a department in the form of liability, medical costs, lost work, and increased absenteeism. Training and educating officers about these disorders better prepares them for the possibility that they may experience such a disorder and helps reduce the taboos and stigmas attached to issues dealing with mental health.

Missouri POST Certified 8-hours.



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Participants will identify stress, anxiety, acute stress disorder (ASD), and PTSD
- Participants will identify signs and symptoms associated with stress, anxiety, ASD, and PTSD
- Participants will develop a working list of contributing factors
- Participants will identify the need for professional assistance when necessary
- Participants will develop positive stress management skills
- Participants will verbalize the differences between male and female stress

Police Suicide: You don't have the Right to Remain Silent

Suicide is a leading killer of law enforcement personnel. Suicide claims more lives of law enforcement personnel than line-of-duty deaths (LODD) and homicide combined. Agencies have a moral and legal obligation to train and educate officers on the occupational risks. This class will address the taboo nature of suicide and will enlighten officers on the resources available to assist them in finding and implementing adaptive coping mechanisms to deal with the issues they will face personally and professionally.

By not training and educating officers on their risks for suicide, departments in advertently tell officers there is no problem. In turn, agencies lose valuable funding to provide such training and they lose officers to a preventable problem.

Missouri POST Certified 8-hours.



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Participants will identify signs and symptoms of depression and suicidal ideation
- Participants will recognize contributing factors of stress, depression, and suicide ASD, and PTSD
- Participants will distinguish between adaptive and mal-adaptive coping skills
- Participants will explain the A-C-T principle
- Participants will demonstrate a general understanding of suicide theories
- Participants will acknowledge the role of self-medication in attempted/completed suicides
- Participants will acquire skills and resources for assisting at-risk officers

Peer Support for Law Enforcement

Access to health and mental health professionals is not also feasible, even for first responders in need. If a team is developed within the agency, peer support team members can be the first line of defense to referring out if needed. A well thought out peer support team will provide a level of trust that is outside that of administrators and will help employees feel more comfortable asking for assistance and reaching out.

We know that service-oriented occupations have lots of inherent stress and trauma. Knowing this, we must understand that employees will at times struggle with these and other issues. From a liability aspect, it just pays to take care of people. On a human level, it is what we do. Helping officers as soon as issues are noticed, will help minimize negative outcomes.

Missouri POST Certified 16-hours.



Duration: 16-hour format



Learning Goals and Objectives:

- Participants will develop a working understanding of the history of peer support
- Participants will identify the current needs of the agency
- Participants will recognize personal/professional issues that affect the health and wellness of employees
- Participants will comprehend the importance of peer support regarding mental health
- Participants will locate local, state, and national resources to complement their programs
- Participants will plan to develop a peer support team in your agency
- Participants will recognize when to refer outside the team to a professional/clinical individual

Getting Off the Emotional X™ Web Series



Getting Off the Emotional X™ is the concept (coined by Dr. Olivia Johnson) that remaining in a place of emotional struggle, chaos, or a place of pain can make us easy targets for adverse and harmful consequences. If we continue to function in this space, it becomes problematic and habitual. Officers must recognize the cycle and work to mitigate the negative consequences to their health and wellness in a productive way.

Missouri POST Certified 8-hours.



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Participants will recognize where they are physically and emotionally
- Participants will identify factors (internal and external) that contributed to ending up on the Emotional X™
- Participants will comprehend the risks of remaining in a place of chaos and pain
- Participants will identify risk factors that could place them in harm's way
- Participants will develop a working plan to be able to get off the EmotionalX™ as soon as possible

Stalking: When Obsession goes too Far

According to the Centers for Disease Control and Prevention (2011) approximately 7.5 million + people are stalked each year in the US. Most victims know their stalkers. Most stalkers are current or former intimate partners (The National Center for Victims of Crime), often making it difficult for victims to break the cycle of violence and receive adequate help. This is often because victims fail to or fear to report their stalkers. Females account for most victims of stalking and often report intimate partner violence, domestic violence and rape within these relationships.



Half of all stalking victims indicate that they were victimized before the age of 25 (Baum et al., 2009). Making it even more important to educate our young people about healthy and unhealthy relationships early, as well as risk factors and warning signs for such behavior. Law enforcement is a key component to helping victims get their power back. **Missouri POST Certified 8-hours.**



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Participants will recognize and verbalize risk factors for victim's based on demographics
- Participants will identify the typology/psychology of a "typical" stalker
- Participants will recognize risk factors and warning signs of stalking behavior
- Participants will distinguish between pre and post breakup indicators
- Participants will articulate the role of law enforcement
- Participants will review high profile cases and recognize risks and pre-warning indicators
- Participants will articulate the Golden Rules for stalking victims
- Participants will develop a personal protective plan

Protecting your Online Presence

Law enforcement officers can become victims of harassment and unwanted attention and may often be unaware of who is watching. In a world where everything you post can never be deleted, first responders and other professionals must be vigilant and cognizant of what they are posting and of literally every interaction they may have.



Someone who wants to find out more about you may also target family, friends, and co-workers to find out as much as they can. This class will highlight your own online vulnerabilities, as well as that of family and close friends and how to protect your online presence.



Duration: 4-hour and 8-hour format

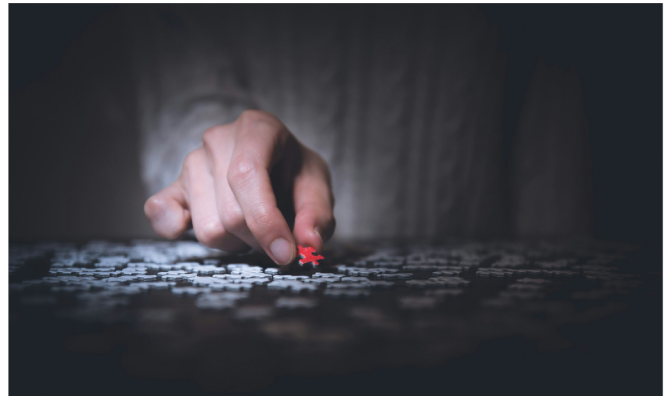


Learning Goals and Objectives:

- Participants will recognize their online vulnerabilities
- Participants will identify ways to keep family and friends from exposing you
- Participants will recognize risk factors and warning signs that someone may be watching you
- Participants will learn how to inform others in your circle of issues
- Participants will review several case studies and identify online exposures
- Participants will develop a personal online presence protection plan

Mentorship: Putting the Pieces Together

This course is specifically designed for first responders and serves several purposes, but the main purposes are to assist in onboarding new hires, to develop cohesiveness and inclusion, and to assist employees with organizational movement (career advice and advancement, retirement planning, etc.).



Participants will be able to identify the need for a mentor program in their lives and within their respective agencies. Once participants can see the benefits of a mentor program, members can assist and be assisted personally and professionally. Once the basic training is complete and the program is designed and up and running, future follow-up training on what makes a good mentor are always beneficial for members. **Missouri POPST 8-hours.**



Duration: 4-hour and 8-hour formats



Learning Goals and Objectives:

- Identify Mentorship Program Goals and Objectives
- Develop Mentor Program Mission and Vision Statements
- Design program layout (short and long-term goals)
- Matching Mentors and Mentees
- Identify through role playing mentor-mentee interactions
- Develop follow-up training protocol and program evaluation procedures

Dealing with an Officer in Crisis (OIC)

Millions of Americans suffer from mental health issues every year. Police officers and other first responders are not exempt from this reality. “A crisis can occur at any time and can include receiving word of the death/unexpected death of a loved one, a line-of-duty death, peer suicide, a terminal diagnosis of oneself or loved one, termination, indictment, investigation, arrest, etc.”

Agencies prepare for the citizen mental health emergency, but often fall short when addressing these issues within their ranks. Job cuts, dwindling budgets, defunding, social unrest, resignation, and retirement, etc. have left many agencies short and under-staffed. Officers will be exposed to greater rates of stress and trauma due to these shortfalls. Are you prepared to deal with an OIC in your agency on-duty?

Missouri POST Certified 1-hour.

Works well for conference settings or Lunch-N-Learns.



Duration: 16-hours format



Learning Goals and Objectives:

- Participants will identify and analyze a mental health crisis/emergency
- Participants will identify an officer in crisis and personal risks
- Participants will discuss the outcomes of a crisis on the officer
- Participants will develop protocol for dealing with an officer in crisis
- Participants will identify resources, strategies, and points-of-contact
- Participants will demonstrate knowledge of “Need to Know”
- Participants will demonstrate knowledge of suicide awareness/prevention