

# ON-TARGET SOLUTIONS TO PROBLEM EMPLOYEES



**Snohomish County Sheriff's Office**  
**9901 24<sup>th</sup> PL W, Suite B, Everett, WA 98204**

**May 8, 2026 8:00AM - 4:00PM**

All supervisors and employees can benefit from learning how to avoid becoming—or managing—problem employees. Disruptive behavior, absenteeism, and misconduct can erode morale and damage organizational effectiveness if not addressed properly. Traditional discipline isn't enough. This course delivers practical, proven strategies for recognizing issues early, addressing misconduct confidently, and building a healthier, more productive workplace. Participants walk away with tools they can use immediately to improve performance and strengthen organizational success.

## **Topics Include:**

- Defining the problem employee
- The organizational or supervisory role
- The cause of the problem employee
- What kills great employees
- Identifying what is difficult behavior
- What causes problem employees
- The role of positive discipline
- The value of constant engagement
- Consequence of failing to take action
- The principal of reliable consequences
- Handling morale killers
- Generational issues
- Dealing with the marginal performer

**\$195.00**

(\$175.00 if 3 or more from same agency)

[www.on-targetstrategies.com](http://www.on-targetstrategies.com)

## **Register Here**

QR code for  
direct  
registrations



Your Presenter



**Lt. Shawn Wetzel (Ret.)**  
President, Instructor, Consultant



**ON-TARGET STRATEGIES**

**10305 N North Forest Trail**  
**Peoria, Illinois 61615**  
**309-635-8575**

*"As with other On-Target classes I have taken, I was given great tools I can immediately use to enhance my skills. Highly recommended class."*

*Lt. Scott Novasky, Lakewood PD*

*"Extremely knowledgeable and class engagement. The strongest feature was the personal knowledge brought to the training."*

*Office Manager Amanda Hunter, Tulalip PD*

*"Excellent information and great approach to help employees."*

*Chief Bradley Richmond, Airway Heights PD*

*"Very engaging. Instilled confidence for having "tough" conversations (hint - they're not tough). Real life scenarios made it relatable."*

*Communications Supervisor Bre Mangis, Pend Oreille SO*