



## Active Shooter Mitigation—How Do You Identify, Assess, and Manage to Keep People Safe?

In the United States over the last several years, individuals have used weapons, mostly firearms, to target and kill others. We've seen these active shooter incidents occur anywhere at any time, in such disparate places as schools, churches, theaters, nightclubs, concerts, and stores.

While each situation is unique, we can learn from each of them and work together to take steps to create a safer environment, both in the workplace and as we live our daily lives.

When we employ an all-inclusive approach, we can look at the origin of these events, rather than focusing on the response to the event itself, and try to determine what caused the incident in the first place.



### You Need A Preventative Methodology

In order to protect your people, you need to identify individuals before they have the means, mindset, and motive to carry out their violence. Active shooter events are not spontaneous—individuals don't just “snap” and set out on a killing spree. Instead they are premeditated, planned, and, if you look closely enough, announced. A professional and holistic active shooter plan will help you identify, assess, and manage anyone exhibiting traits that can be categorized as pre-attack indicators which, without intervention, could manifest into violence.

### Knowing the Warning Signs

Even though each situation is different, you can look for warning signs that someone might be targeting your organization. Are you monitoring social media? Has an employee or former employee exhibited inappropriate communication or contact with someone at your organization? A professional such as a forensic psychologist can work with a security consultant to help you determine if intervention is necessary. These signs could be an indication of a much more serious problem that may require identifying, assessing, and managing a potentially violent situation.

### Get a Team Together

A multidisciplinary approach connects people up, down, and across your organization who can work together to prevent active shooter incidents. Under the guidance of a qualified consultant, individuals with diverse backgrounds, skill sets, and experience will work collaboratively to design an all-inclusive plan to mitigate this threat. Internal and external stakeholders from management, HR, legal, training, law enforcement, fire, security, medical, mental health, and emergency management further the mission to collectively assist in the development of a strategy and process for preventing, controlling, reacting to, resolving, and recovering from an active shooter incident.



## **Addressing Workplace Violence Protects Against an Active Shooter**

An active shooter event is the most serious form of workplace violence. And with a focus on mitigation, you can create processes to help prevent irregular or inappropriate behavior from occurring. To be adequately prepared, you must be committed to safety and ensure your security measures, personnel, policies, procedures, security systems, communication technologies, and physical security work together—because these disciplines are interrelated and they must all align with the plan.

Active shooter training educates your workforce to be able to partner with you in monitoring the workplace as well as increases their situational awareness. When you emphasize the importance of Run, Hide, Fight and “when you see something, say something,” and you help them understand what that “something” is, you invite them to participate in their own safety, further safeguarding your workplace and your employees.

## **Your Workplace Is Safer When Everyone Understands Your Plan**

You don't have to fear an imminent active shooter incident to understand the importance of performing due diligence in background screenings, drug testing, proper investigative processes, and assessment capabilities that identify the initial signs of potential threats. When you recognize that a current and comprehensive active shooter plan must be in place to prevent harm from being done, have access to these resources, and are knowledgeable to the required multidisciplinary expertise, you have a strong foundation upon which to train your employees so that they are an integral part of your plan.

## **We're Here to Help**

Protecting human life is the paramount goal of any active threat mitigation strategy. We can work with you to construct a tailored active threat plan that addresses specific areas of concern, like an active shooter or bomb threat, and provides you with a planned response and recovery that will also protect you and your organization against all hazards, such as accidental (chemical spill), intentional (armed assailant), or natural (weather). We'll also ensure your security measures reflect best practices while also preserving your organization's culture and environment.

Emergency preparedness is a 24/7 mission and we'll partner with you to ensure protecting your people is always your top priority.

G. Michael Verden, founder and CEO of The Lake Forest Group ([www.lakeforestgroup.com](http://www.lakeforestgroup.com)), is a former police officer, Director of Security for the NBA, and retired Secret Service agent with 21 years of experience protecting the President and First Lady as well as large scale events like the Super Bowl, Olympics, Inauguration, and national conventions.

As a strategic security consulting firm, The Lake Forest Group helps you to be safe, secure, and compliant by providing expertise in corporate security, active threat plans, safety and security training, emergency preparedness, residential security assessments, event security, and executive protection. For a customized approach to keeping your people safe, please contact Mike at 312.515.8747 or [gmv@lakeforestgroup.com](mailto:gmv@lakeforestgroup.com).

