



Active Assailant and Workplace Violence Services

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Introduction

Unity Advisory Group is a wholly independent crisis management company and leading provider of effective solutions to business, high-net worth families, governments and non-governmental organizations pursuing success in challenging and high-risk environments.

With a clear focus on pre-incident and post-incident advisory services in the field of coercive crimes, we operate globally to help our clients prepare for and resolve crises in a manner conducive to the well-being of their people, assets and reputations.

Our approach to crisis response has been developed and refined through extensive experience garnered over 25 years. In the field of Active Assailant and Work Place Violence we aim to minimize risks through collaborative training and education, the development of policies and plans combined with site audits and surveys. When a potential risk has been identified, we conduct threat assessments to help our clients understand the nature of an incident and recommend courses of action to manage the situation. Where the unthinkable has happened, we are ready with post-incident services to support our clients in the security, psychological and recovery phases.

We recognize that each organization we work with has a unique culture and operating environment. To ensure our clients receive the most appropriate advice, we develop an understanding of 'how things work' and how the organizational values and strategic aims are delivered during times of crisis. We identify and evaluate the threats that face the organization, and our recommendations are considered within an appropriate legal and ethical framework.

We bring our expert team – individuals with substantial risk experience

- Our Crisis Management Team has specific, relevant and continuous expertise dating back to the early 1990s. The current team of highly skilled consultants has responded to more than 1,500 cases around the world.
- Unity has opted for a geographically dispersed and professionally diversified team, rather than having consultants with similar backgrounds based in one central location. This provides several advantages including: speed of response; highly developed networks with local military, government and law enforcement; contacts and sources; language and cultural awareness; and an in-depth understanding of the local/regional kidnapping and security threats.
- The management team are recognized leaders in this discreet area of the security landscape, having served at all levels – as deployed consultants, operational managers and executives responsible for overall crisis response capabilities at companies like Kroll and Control Risks.
- Our capabilities are strengthened by a strategic partnership with On Call International, a travel risk management and travel security services company that provides travel and medical assistance including evacuation, protecting millions of travelers, their families and their organizations globally. The alliance combines experience, staff, and infrastructure to deliver a fully integrated 24/7 crisis response and travel security support service for TMHCC policyholders and private clients.



- Our Intelligence platform provides access to country risk analysis, daily intelligence alerts and advisories on 180 countries and their main cities. Travelers can also connect with a telephone-based specialist team for pre-travel security advice.

Our Services

Our Active Assailant and Workplace violence services fall into five main areas:

- The development or review of Active Assailant and Workplace Violence policies, plans and procedures
- Physical security assessments, site audits and surveys focused on the appropriate balance of access control and a free-flowing workspace
- Training and consultation
- Threat assessments – responding to concerns of worrying behaviors, evaluating risk factors and advising on measures to safeguard personnel, assets and our clients’ reputations as good companies to work for
- Incident Response – post-incident support for clients to help them recover from an actual event

Many of our clients have existing crisis management plans and some of those address active assailant and workplace violence scenarios. Where such plans exist, Unity can review them and where necessary recommend amendments or updates to bring them into line with best practices. Where such plans do not exist, either as part of an overarching crisis management plan or as a stand-alone plan, Unity will work with a client to formulate and memorialize policies and procedures, and incorporate those in a formal plan.

In terms of site security, Unity’s preventative security consultants specialize in assessing needs and recommending security measures to meet those needs. Measures will take into account the needs of the business such as freedom of movement for visitors and employees, and whether any parts of the real estate need more restrictive access control because of information security, the security of valuables and the security of higher-profile principals and executives. Emergency egress also needs to be considered, not just for a critical incident such as an active assailant, but also for fire safety and natural disaster management. Any potential conflict between entry and exit controls needs to be compliant with legislation, the ease with which business can be conducted and with a mind to a harmonious workplace. Where an actual threat has been made, and as part of our threat assessment process, Unity will recommend any temporary additional security measures that are appropriate.

Warning indicators of a potential workplace violence situation often exist in the weeks, days or hours leading up to an actual event. If a person is on a “pathway to violence”, it is possible that some form of intervention will be successful in blocking that path. Employees can be trained to identify concerning behaviors and how to deal with them, including how to report the matter appropriately to management. Management can be trained on courses of action open to them once they receive such a report. This could range from speaking with and listening to the person concerned, to engaging Unity to investigate the matter and to conduct a threat assessment, and potentially to more active measures such as obtaining a restraining order, banning access to the workplace and providing additional security.



Where a situation has occurred, and unless it develops into a siege/hostage-barricade situation, the first phase – the assailant on site and causing harm – is usually over quickly. In serious cases law enforcement is likely to have been called, and emergency medical resources will attend to any injured people. The following phases – which may involve (but are not limited to) the welfare of employees and others affected by the event, short and longer term business continuity concerns, assisting law enforcement with a criminal investigation, an internal inquiry and a return to normality – will take much longer.

Unity is available 24/7 to support our clients who need our help. We provide immediate telephone advice, and will deploy consultants to the scene of the incident and to a corporate office or other location to support the executives responding to the aftermath of the event and where incident management decisions will be made. Additional resources can be deployed as appropriate to manage and support victims' families, liaise with local and federal authorities, and advise on a media and public relations strategy. Such experts may include forensic psychologists, behavioral profilers, post-traumatic stress experts as appropriate.

Unity Personnel

Unity's Crisis Response leadership team has a wide variety of experience, knowledge, contacts, and resources in Active Shooter and Workplace Violence prevention and response, including forensic psychologists, behavioral profilers, crisis communications/PR experts, PTSD and other subject matter experts that can be leveraged.

Unity's Director of Global Response has over twenty-eight years of government and private sector experience in the field of crisis management consulting and incident management of kidnap, extortion, communicated threats and workplace violence threat management. He is a widely respected and acknowledged expert in the discipline of crisis-hostage negotiations and threat assessment. He spent more than 21 years with the Federal Bureau of Investigation (FBI) in various investigative, crisis response and training roles. He deployed and worked or managed numerous critical incidents in a wide variety of circumstances, including active shooter situations, other workplace violence incidents, kidnaps and homicides. He has also developed and conducted Workplace Violence and Active Shooter prevention training, and assisted organizations with the development of Workplace Violence prevention plans and policies. He has a bachelor's degree in Political Science and a master's degree in Applied Behavioural Science. He has published articles and conducted numerous briefings, presentations, seminars, workshops, and courses in hostage barricade management, kidnap incident management, crisis communications, and threat assessment across the world.

Some examples of our resources include a consultant with a background in public safety, critical incident, and crisis response. He specializes in implementing security plans and delivering training, and thereby mitigating complex risk issues including active shooter and workplace violence. He holds a Bachelor of Science degree in Public Administration and has delivered over 2,500 hours of instruction in leadership, management, investigations and corporate security operations. With a background in law enforcement with service on multiple federal task forces and critical incident teams, he led a joint police/US Secret Service threat task force, served in a joint police/FBI violent crimes task force and was a founding member of his department's Critical Incident Team. Here he was tasked, amongst other things, with mass casualty cases and active shooter incidents.



Another current Unity consultant was instrumental in the creation and development of a Fortune 20's global corporate security and executive protection program before selection to the United States Secret Service (USSS), where he served in protective details and the USSS hazardous materials mitigation and casualty extraction team as team leader and primary training instructor. He returned to the private sector as the Director of Security and Executive Protection for a multinational technology company before moving to consulting work specializing in corporate risk and crisis management, including active shooter training and planning.

Also on Unity's team is a consultant with over 35 years of operational experience gained from both his military and private sector knowledge within the field of Risk Management. He has a proven track record of assisting commercial and governmental groups with strategic and tailored Risk Management solutions, including workplace violence and active shooter risk mitigation strategies. He is a naturalized US citizen and has been a guest speaker at security events and conferences, and appeared as a security subject matter expert on CNN and CNBC. He is a former member of the British Armed forces and served in many operational arenas, including two years as an undercover soldier in a Special Covert Team in Northern Ireland responsible for the gathering of intelligence on subversives, terrorists and criminal organizations operating against the UK Government. He worked with several other specialized agencies including MI5, Special Branch, and the Special Air Service (SAS). Following his military service, he was a police officer before embarking on a career in corporate security.