



DELIVERING QUALITY TRAINING FOR INVESTIGATORS

Frank Wozniak

*Robert Graham
Montrose*

*Andrew Peter
McKay*

PRE-EMPLOYMENT INTERVIEW

A pre-employment interview is a cost effective method used to obtain the required information needed to make an educated hiring decision or determine the suitability of a candidate or applicant for a specific position. Our plan consists of 5 steps: determine the interview team, determine job qualifications, determine interview questions, determine how responses will be evaluated, and train the interviewers.

TYPES OF INTERVIEWS

1. Unstructured/Informal – *Consisting of a loose set of questions, which may vary from interview to interview.*
2. Structured – *Consisting of a specific series of questions designed to obtain meaningful information about a candidate's ability to perform the job.*
3. Performance Based – *Specific to a vacancy, organization idiosyncrasies or challenges, and work culture.*

Having an interview process in place can save time and money. It can help prevent legal ramifications resulting from poor or non-existent hiring processes.

We are also available for consultation or investigation for any complaint that has been put forward.

MWM Investigative Training

Phone: 705-786-0504

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TYPES OF TRAINING

1. Interviewing techniques and statement content analysis.
2. Investigative note taking and surviving cross examination - *For the investigative types who may have to testify in civil or criminal court or at administrative or regulatory tribunals.*
3. The rules of evidence, legal updates and search warrant preparation.
4. Expert witness testimony - *An expanded package for persons who might give "expert" testimony.*
5. Investigating incidents of sexual/racial harassment - *A "what do I do now?" session for persons in a position of authority once a case is reported to them.*
6. Scene examination – *"People lie but things do not." A training session that explains best practices and approaches for examining a scene and dealing with physical exhibits.*
7. Report-writing made easy – *You've done the investigation, can you now "put it on paper"? A training session that offers investigators a simple but effective systematic approach to writing reports.*
8. Witness statements – *One of the most critical building blocks in litigation: the witness statement. This training session describes common methods and key practices for obtaining proper witness statements.*

**Best delivered after or in conjunction with interview training.*

MWM INVESTIGATIVE TRAINING

MWM delivers quality training for investigators. Formed by three partners, Robert Montrose, Frank Wozniak and Andrew McKay, the company specializes in courses and training geared for all government investigators, inspectors, auditors and abatement officers at the Provincial and Federal levels as well as privately run Investigative Agencies.

MWM offers a full spectrum of experience in the investigative training field, providing expertise in specialized areas, as well as fundamental and foundations training.

Accordingly, the training encompasses a blend of general investigative training and progresses to an advanced level so everybody benefits, regardless of their previous experience, education, or knowledge of the subject material.

GOVERNMENT & CORPORATE EXPERIENCE

The agency has a long personal history of government and corporate work experience, which includes extensive training experience.



CREDENTIALS

Frank Wozniak retired after over 30 years with the Toronto Police Service (twenty six of those years were in the investigative field). Frank has been a Certified Forensic Polygraph Examiner since 1988 and received his training at the Canadian Police College in 1987. More specifically, Frank is an expert on statement taking, interviewing and interrogation techniques, statement content analysis, and polygraph procedures.

Frank has been engaged in the training field for over eighteen years and has taught thousands of investigators the latest techniques in conducting interviews and detecting deception through verbal, non-verbal and written communication. Frank's expertise has taken him across Canada, United States and Mexico to deliver training to police officers and other government officials.

Website: www.torontopolygraph.com
Business: 905-846-7866
Cell: 647-224-3516

Robert Graham Montrose is a veteran Detective/Sergeant, formerly of the Metropolitan Toronto Police Force. In his 28 years of police experience, Bob worked almost exclusively in the investigative field specializing in cutting edge areas of investigative techniques. Bob spent nine years as a homicide investigator and was in charge of the Fugitive Squad and Firearms Unit for the Toronto Police. Among other areas of expertise, Bob specializes in delivering training on investigative note taking and surviving cross-examination. Bob presently travels

Canada and the United States training government investigators, police officers and others in these fields.

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Andrew Peter McKay, LL.B served fifteen years as a police officer with the Toronto Police Service where he gained a reputation as a respected investigator in the fields of major crime, drug enforcement, auto theft and street crime. He spent his final years at the Investigative Training Section of the Training and Education Unit where he obtained a solid foundation in modern educational approaches.

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Andrew is presently practicing law in Ontario. He is a former Assistant Crown Attorney in the downtown Toronto Crown's office and is presently in private practice where he conducts criminal prosecutions and defense work. Andrew is a consultant to numerous administrative and regulatory bodies and provincial and federal ministries throughout the country. He is actively involved in investigative training for government inspectors, investigators, enforcement agencies and police services, in search warrant preparation, due diligence, abuse of process, and officially induced error. He has traveled across Canada training police officers and other government officials in the inspection, investigation and enforcement field.