



Critical Response Associates is under the direction of Dr. Marc McElhaney, who has worked with corporations and government agencies in hundreds of high-risk critical incidents, typically involving an active threat of violence. He is the author of a guidebook for managers entitled *Aggression in the Workplace: Preventing and Managing High-Risk Behavior*.



Critical Response Associates LLC.

Specializing in crisis and conflict management

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**FOR URGENT SITUATIONS
requiring immediate attention
call 404.441.5793.**

***“Go ahead and fire me.
I know where you live...”***

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Would you know what to do if...

An employee whom you just terminated, points a finger and says, ***“I know where you live.”***

An employee who is on final warning for tardiness says to a coworker, ***“They can try to get rid of me, but I have my own plans.”***

A secretary confides to her coworker that **her abusive ex-husband is stalking her and may be waiting in the company parking lot.**

A despondent employee sends an email to a coworker saying that ***“you’ll all be sorry when I’m gone.”***



Critical Response Associates

is a national network of consulting psychologists who specialize in the general areas of threat assessment and crisis management. We advise organizations that are faced with a high-risk or otherwise difficult situation, to help resolve it to a safe, expeditious, and less costly conclusion.

Typically, these cases are concerned with threatening, disgruntled, “high maintenance” or emotionally disturbed employees but may also include threatening communications, suicidal comments, domestic violence, sabotage and the aftermath of both natural and man-made disasters.

All of the scenarios to the left, and many others, can and do occur within each and every organization. We have successfully helped many well-known companies from preparedness, through crisis and trauma, to post-crisis resolution.

If you have an issue of concern, feel free to contact us at the numbers listed in this brochure. We are available 24/7.

**Primary Phone (US): 404.870.9777 or
info@craorg.com**

Services:

Threat and Risk Assessment

- Initial risk screening and response planning
- Analyzing/profiling threatening communications
- Stalking and domestic violence
- Employee interviews

Crisis Management

- Response strategy planning
- Dispute resolution
- Defusing anger
- Intimidating or bullying employees
- Post-trauma response and counseling
- Executive coaching/anger management

Safe Termination Planning

- Separation negotiation
- Post-termination monitoring and disengagement
- Downsize preparation

Workplace Violence Prevention and Response Training

- Prevention training for managers and response teams
- Awareness training for employees
- Psychological fitness for duty evaluations

58%

of HR managers reported a threat of violence toward a manager during a 1 year period.

#1 cause of death

for women in the workplace is homicide. (Number 2 for men, behind motor vehicle accidents.)

“Epidemic”

How the Centers for Disease Control described workplace violence.

\$121 billion

Estimated annual cost of workplace violence to companies.