



# Wicklander-Zulawski

Teaching organizations to use the TRUTH to their advantage.

TRUTH

## Use the TRUTH to your advantage!

Wicklander-Zulawski & Associates (WZ) is an internationally recognized firm established in 1982. Our passion for the truth has led us to become a world leader in non-confrontational interview and interrogation training.

WZ's team of Certified Forensic Interviewers (CFI<sup>®</sup>) teaches a series of techniques, anchored by the WZ Non-Confrontational Method to integrate strategic preparation, behavior interpretation, and structured questions which allow an interviewer to successfully adapt to any type of investigation.

Over 450 programs are facilitated annually for clients in human resources, loss prevention, executive management, compliance, law enforcement and government agencies. Each program is specifically designed with the individual client to ensure maximum application value.

Visit [www.w-z.com](http://www.w-z.com) today to learn how to arm your team with the skills to activate the truth.

## W-Z.com

Wicklander-Zulawski  
4932 Main Street  
Downers Grove, IL 60515  
800.222.7789



**NON-CONFRONTATIONAL INTERVIEWING:** The WZ Non-Confrontational Method of interview and interrogation is a rapport based approach that allows people to save face while they tell the truth. This approach translates extremely well across cultures and can easily adapt to numerous areas within an organization. WZ training courses are conducted around the globe by Certified Forensic Interviewers (CFI) who are based out of the United States, United Kingdom and Latin America.

**HUMAN RESOURCES/EMPLOYEE RELATIONS:** From hiring to coaching, to promoting and disciplining, HR/ER professionals are responsible for guiding employees throughout their employment life cycle. Each step along the way presents unique challenges. WZ offers a series of non-confrontational solutions to equip HR/ER professionals with the techniques needed to obtain the truth and protect their organization.

**EXECUTIVE EDUCATION:** Executives operate in extremely competitive environments and often search for even small strategic advantages. WZ created the Disciplined Listening Method to provide executives with significant advantages in any sales, negotiation or leadership scenario. The Disciplined Listening Method integrates the key components of the leading non-confrontational interview and interrogation techniques with current research and best practices to leverage the truth, and establish stronger relationships with lasting agreements. **To learn more visit [www.disciplinedlistening.com](http://www.disciplinedlistening.com).**

**ONLINE TRAINING:** Experience WZ's world class training from the comfort of your own desk! Investigators and professionals can obtain focused training on specific aspects of the interview process while also earning continuing education credits. WZ offers multiple online training solutions to support any continued education needs.

**INVESTIGATION SERVICES & CONSULTING:** Every instructor at WZ is a Certified Forensic Interviewer (CFI<sup>®</sup>) and experienced investigator. With over 300 years of combined experience WZ's team collaborate to create investigate strategies that unlock the truth while maintaining morale and supporting each client's corporate culture.

**CERTIFIED FORENSIC INTERVIEWERS:** To become a CFI<sup>®</sup> an investigator must possess the requisite experience, complete a background screening, pass a rigorous exam, meet continuing education requirements and always adhere to the code of ethics. To pass the exam CFI's must demonstrate the ability to morally, legally and ethically execute multiple interviewing techniques, across all sectors and within the current legal constructs. **To learn more about the CFI<sup>®</sup> program please visit [www.certifiedinterviewer.com](http://www.certifiedinterviewer.com).**