

COURSE REFERENCE CODE

NCI (Non-Confrontational Interviewing of Suspects)

COURSE OVERVIEW

From the beginning, man has faced the problem of identifying and inducing liars to reveal information. For years, the art of interviewing and interrogation has been passed informally between the experienced and the inexperienced investigators as they worked together. As sophistication in investigative and evidence techniques have improved, so has the science and teaching of interview and interrogation. However, many companies have very strict rules regarding how they treat their employees, irrespective as to whether they are suspected of wrongdoing. Therefore, it is essential that private investigators understand the techniques of interviewing a suspected wrongdoer, using an approach that is non-threatening, ethical and, above all, respectful of the rights of the individual being interviewed. Understanding and being able to put into practice the techniques of non-confrontational interviewing allows an investigator to find the truth in ways that do not undermine those requirements.

This module will provide the investigator with a solid understanding of principles and the techniques needed to put into practice the various skills required to conduct ethical, legal, and professional non-confrontational interviews of suspected wrongdoers.

COURSE OBJECTIVES

This module will demonstrate to the student the following:

- Legal and ethical considerations involved in the non-confrontational interview process;
- Why and how people lie and the mechanics of lying;
- Understanding the various types of lies;
- How to prepare for and conduct the non-confrontational interview process;
- Selecting and setting up the interview location;
- Questioning techniques and the use of rationalization;
- Understanding and identifying non-verbal communications;
- Handling admissions;
- Working with an interpreter; and
- Recording the interview and reporting results.

METHOD OF INSTRUCTION

Using a variety of classroom, session, role playing, video analysis techniques, this hands-on course takes a practical approach towards learning the techniques involved in conducting non-confrontational interviews. Each participant will be individually assessed via variety of practical scenarios to assist the instructors in assessing student understanding and application of principles.

On conclusion of the module participants will receive a comprehensive set of student notes and certificate of completion.

COURSE DURATION	COURSE VALUE
2 1/2 day module	This module will be of value to investigation managers, field investigators, internal auditors and HR professionals who are required to conduct interviews of suspected wrongdoers during the course of their duties, as well as legal counsel and paralegals who are required to supervise or conduct such interviews as part of their case preparations.