



ONLINE INTRODUCTION TO KIDNAP FOR RANSOM INVESTIGATIONS

COURSE OVERVIEW AND INSTRUCTIONAL GOALS

COURSE LENGTH: **16 Hours (2 Days)**
16 hours online

COURSE OVERVIEW

This entire course is conducted online. This course is intended for law enforcement personnel assigned to Crisis Negotiation Teams, Investigations Units or Command Personnel who may encounter kidnap & ransom incidents. It is recommended that students have prior crisis negotiation training before attending this class.

Kidnapping investigations present challenges distinct from barricaded suspects or traditional hostage incidents. This course will review foundational negotiation principles and build upon them within the specific framework of ransom-driven events. Students will learn strategic negotiation approaches through historical case studies, facilitated class discussions, demonstrations, and practical exercises.

Emphasis is placed on managing time, assessing proof-of-life communications, influencing demands and deadlines, working with victim communicators, and maintaining investigative flexibility while protecting the victim.

NOTE: This course is conducted entirely online through a live instructor-led process. Students are required to have a computer or tablet with BOTH webcam and microphone capabilities to participate in this course.

INSTRUCTIONAL GOALS

Upon completion of this course the attendee will be familiar with:

1. This history and evolution of kidnap and ransom incidents
2. The role of the crisis negotiator in domestic kidnapping investigations
3. Initial report management and structured response protocols
4. Managing victim communicators and family dynamics
5. Analyzing threats, demands, deadlines, and proof-of-life
6. Payment considerations and risk mitigation strategies
7. Coordination between investigative, tactical, and negotiation elements
8. Applying negotiation strategies during scenario-based exercises



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DAY TO DAY / HOUR TO HOUR AGENDA

TIMES FOR ONLINE COURSES ARE EASTERN STANDARD TIME

DAY ONE

Hours:	Instruction:
1000-1030	Course Administration, Course Overview, & Welcome
1030-1130	Kidnap & Ransom Class Discussion
1130-1230	History and Famous Cases
1230-1400	Introduction to Domestic Kidnapping / Initial Report and Response
1400-1500	Lunch (not provided)
1500-1600	Hollywood Perceptions of Kidnap & Ransom
1600-1700	Role of the Negotiator
1700-1800	Incident Debrief / Case Study

DAY TWO

Hours:	Instruction:
1000-1030	Group Takeaways and Discussion
1030-1230	Initial Victim Communicator Contact and Demo
1230-1400	The Kidnap NOC/Demo Calls
1400-1500	Lunch (not provided)
1500-1630	Dealing with Threats, Demands, Deadlines and Payment Considerations
1630-1830	Scenario Exercise (Breakouts)
1830-1900	Final Class Discussion and Course Closeout



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COURSE OUTLINE

- I. Kidnap for Ransom Group Discussion
- II. History and Evolution of Kidnapping Cases
 - A. Early U.S. Cases
 - B. Organized Crime Era
 - C. Modern Kidnapping Trends
 - D. Lessons Learned from Historical Cases
 - E. Evolution of Negotiation Strategies
- III. Initial Report and Scene Response
 - A. First Officer Responsibilities
 - B. Transition to Investigative to CNT Response
 - C. Scene Management
 - D. Intelligence Gathering
 - E. Establishing Command and Control
- IV. Hollywood vs. Reality in Kidnap for Ransom
 - A. Common Myths
 - B. Impact on Family Expectations
 - C. Impact on Responders
 - D. Time Compression vs. Real Timelines
- V. Role of the Crisis Negotiator
 - A. Differences from Barricade / Hostage Negotiations
 - B. Indirect Communication Challenges
 - C. Emotional Intelligence with Families
 - D. Intelligence Role
 - E. Supporting Investigative Strategy
- VI. Case Study
- VII. Victim Communicator
 - A. Identifying the Primary Communicator
 - B. Preparing the Family for Contact
 - C. Emotional Stabilization
 - D. Coaching for Calls
 - E. Managing Expectations
 - F. Avoiding Common Mistakes



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- VIII. Negotiation Operations Center (NOC)
 - A. Purpose and Setup
 - B. Equipment and Technology
 - C. Role Withing the NOC

- IX. Threats, Demands, and Deadlines
 - A. Understanding Criminal Leverage
 - B. Types of Threats
 - C. Demand Analysis
 - D. Deadlines and Their Purpose
 - E. Slowing Down the Process

- X. Scenario Exercise



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STUDENT EQUIPMENT LIST

INDIVIDUAL

- This course is conducted entirely online
- High speed internet connection mandatory (slower internet can severely impact your online learning experience and could negatively impact the scenarios on the final day)
- Zoom will be used to deliver the online instructor-led training – students do not need a Zoom account, but they do need to download Zoom software
- **Computer or tablet device must have webcam and microphone to participate in class discussions (internal or external)**
- Student materials will be made available via Dropbox



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NTOA PROVIDED INSTRUCTOR MATERIALS

INSTRUCTOR PACKET (sent electronically)

- Course roster
- Instructor agreements

COURSE PRESENTATION MATERIALS

- PowerPoint presentation available on Basecamp for download



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STUDENT NOTEBOOK

SECTION	DESCRIPTION
1.	History and Famous Cases
2.	Hollywood vs. Reality
3.	Introduction to Domestic Kidnap / Initial Report and Response
4.	Role of the Negotiator
5.	Initial Victim Communicator
6.	Kidnap Negotiation Operations Center
7.	Dealing with Threats, Demands, and Deadlines