

Tadd Downs has over 25 years of experience conducting interviews and investigations. His law enforcement career began as a Trooper with the Virginia State Police, after which, he has spent over 21 years as a Special Agent with one of the world's premier federal law enforcement agencies.

Being a criminal investigator has given him the opportunity to conduct over a thousand interviews and obtain countless confessions. His ability to provide a psychologically safe environment in a non-confrontational manner, along with his ability to decode what a person's body is saying, has contributed greatly to his success.

He is the author of a soon to be released book, ***Using the Investigator's Mindset: How H-R Professionals Can Interview Like an Investigator to Avoid Bad Hires***, where he takes an in-depth look at the applicant interviewing process. In the book he explains new and innovative ways to use non-confrontational interviewing techniques to assist the HR Professional in obtaining truthful answers from applicants.

Tadd has presented, lectured, and provided training to: The Montana Association of Realtors, Big Sky SHRM, The Montana Bankers Association, 2013 Fraud Directors Conference, Leadership Flathead, Stewart Title Company, The Lodge at Whitefish Lake, Nalco an Ecolab Company, The University of Montana, law enforcement agencies, various financial institutions, civic groups, and many more.

When he is not working, teaching, or lecturing, he is an avid outdoorsman who loves to ski, fish, snowmobile, hunt, golf, and spend time with his family.