

SCIENCE-BASED INTERVIEW COURSE

Index Intelligence Group

hosted by the Central Virginia Criminal Justice Academy

1200 Church Street, Lynchburg, Virginia 24504

September 3-4, 2026 - daily 8:30 am - 4:30 pm



Course information and pricing -
contact: clientservices@indexintelligencegroup.com

CLASS DESCRIPTION:

This two-day Science-Based Interview (SBI) course is designed specifically for law-enforcement officers and will provide continuing education on various disciplines to include active listening, credibility assessment, cognitive interviewing, strategic introduction of evidence, and other varied SBI concepts. The class will use both lecture and interactive learning techniques to engage participants in successful interview strategies. This course is designed for all levels of experience.

INSTRUCTOR BIO:

Todd Urheim retired from the FBI as a Special Agent in March 2026 with over 28 years of experience. Agent Urheim worked investigations in both Atlanta, Georgia and Richmond, Virginia field offices, to include violent crime, gang, narcotics, complex white collar crime, public corruption, terrorism, and other matters. Agent Urheim also spent five years undercover in a number of roles. Agent Urheim also managed HUMINT programs for six years; both at FBIHQ in Washington, DC and as a Field Supervisor in Richmond, VA. Agent Urheim served as a reservist instructor and interrogator for the High Value Detainee Interrogation Group (HIG), a multi-agency investigative and intelligence unit, where he made multiple domestic and overseas deployments. Most recently Agent Urheim served as a HUMINT Agent, Interviewing Instructor, and Tradecraft Coordinator in the Richmond FBI field office. Currently Mr. Urheim is the CEO of Index Intelligence Group, LLC., providing SBI courses to end-users including those in law enforcement, the military, and private industry.

TWO-DAY COURSE

Continuing Education for
Law-Enforcement Officers

ALL LEVELS OF EXPERIENCE

Designed for all levels

INTERACTIVE LEARNING

Lecture and hands-on strategies
for real-world application

CLASS OUTLINE:

- **Cognition and Memory** – Instructor will show how impression management can be used to set the tone for a good interview. By showing how memory works and how information is recalled, instructor will show how to get a greater yield of accurate information from an interview. Instructor will show how imprinting affects an interview and how perceptions can be managed throughout the interview process.
- **Planning an Interview** – Instructor will cover concepts important in planning such as; facts, intelligence, inferences, and assumptions. Instructor will also expound on how culture and branding should be considered when preparing for an interview. Instructor will show how preparing opening lines and anticipating predictable dialogue are a key part of the planning process.
- **Questioning Strategies** – Instructor will show how a topical approach funneled down to clear interview objectives gives greater flexibility in an interview, and reduces the cognitive load of the investigator. Instructor will also show how the use of open-ended questioning strategies gets a larger yield of accurate information.
- **Rapport** – Instructor will clearly define what rapport is, and how it is to be maintained throughout the interaction with the interviewee. The struggle every individual has against biases will be highlighted, and a strategy to overcome or set aside biases will be explained. Non-verbal techniques to build rapport will also be demonstrated.
- **Motivational Interviewing** – Considered the ethos of the interview, instructor will show how the use of concepts such as autonomy, adaptation, acceptance, empathy, and evocation throughout the interview are paramount. Also, instructor will show, using the Interpersonal Behavior Wheels, how a power dynamic in an interview can be properly addressed and managed.
- **Principles of Influence** – Instructor will show how concepts such as reciprocity, commitment to consistency, social proof, liking, authority, unity, and scarcity can be used to the investigator's advantage during an interview.
- **Credibility Assessment** – Instructor will go over misconceptions about detecting deception, and will demonstrate concepts on how to do a credibility assessment of behaviors as a more practically applied method to obtaining accurate information.
- **Evidence Presentation/Strategic Use of Evidence** – Instructor will show three ways to introduce evidence into an interview to assess credibility, provide orientation for the interview, and to produce waypoints for a greater yield of accurate information.