

# Control v Vulnerability

ADN GROUP  
INTERNATIONAL NEGOTIATION AGENCY

9 RUE GUÉNÉGAUD | 75006 PARIS



# Cyberdefense



A recently retired and highly experienced police negotiator, Kirk has been deployed as the lead negotiator on a number of occasions where UK nationals have been kidnapped abroad.

He has spoken at various National Conferences including Columbus Ohio, Sweden, Dubai, Japan and has instructed internationally at the Hostage Crisis Negotiator Course of the Federal Bureau of Investigations (FBI) in Quantico, Virginia, USA.

He was also recently the lead advisor to U.S. Law Enforcement and produced models for Conflict Resolution, Decision Making and De-escalation of Force, training in Boston, Washington, New York, Savannah and New Orleans.

In terms of Higher Education, he has a BA Degree in Policing Studies from Strathclyde University and a Certificate in Terrorism Studies from St Andrews University.

He currently delivers training to students in the UK at the University of St Andrews and Cambridge. In addition, he delivers training on the Executive MBA programme at both the Universities of St Gallen, Switzerland, HEC in Paris and Harvard, Kennedy Business School in Boston.

**KIRK KINNELL**  
**Certified Professional Negotiator**  
**Head of Negotiated Resolutions Ltd**  
**& ADN Group United Kingdom**

He is a married man living on the outskirts of Glasgow with his wife and two children.

# Conflict with Difficult Profiles

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## Control v Vulnerability

# Escalation of Applied Pressure



# Stress Management

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**A 'Stressor' is anything in the environment that knocks the body out of balance, and the response is the array of physiological adaptations that ultimately re-establish balance (Sapolsky, 2003)**



**Events v Resources Concept**



**( Folkman & Moskowitz: Lazarus, 1966 )**

# Decision Making Under Pressure

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## Know your outcome...

Information / Intelligence

Risk v Threat

Authority / Affiliation / Appreciation /

Status / Role

Options / Action – meet your outcome

Briefing

Review

# Risk v Threat

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**Risk**

**The possibility of exposure to danger, harm or loss**



**Threat**

**A statement of intent to carry out hostile action**



# Close the Deal

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Reducing Risks to stabilise them

V

Increasing Risks to them whilst providing our solution as the mitigation

# Close the Deal

HIGH IMPORTANCE



TIME

# Control v Vulnerability

**Thank You!!!**

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**Kirk KINNELL**  
*Certified Professional Negotiator*