

The Adaptive FTO: 2 Day Professional Development



October 8-9, 2026 | 8a.m.-5p.m. | \$359

Hamilton Township Police Department
7780 South State Route 48, Maineville, OH 45039

Who should attend:

Current field training officers and supervisors who want to develop adaptive critical thinking decision makers in their field training program.

Description:

The Adaptive FTO teaches FTOs (and through FTOs' efforts, the trainee) how to become emotionally aware of trigger points leading to over-reaction. It is a method of recognizing de-escalation before it is time to de-escalate. It also makes for a more empathic officer who understands that not every situation is resolved through enforcement, whether a traffic citation, a summons, or an arrest. The Adaptive FTO's Cognitive Coaching philosophy assists the trainee in retention and learning. The Adaptive FTO will create a developmental framework and tools for training the future of your organization.

You will leave this class as a stronger FTO by learning:

- ◆ How Emotional Intelligence creates resilient, compassionate and respectful police officers.
- ◆ The Legal and Ethical Decision-Making Model.
- ◆ Develop the critical thinking skills in the trainee.
- ◆ The generation proof Adaptive Feedback Model.
- ◆ A growth mindset, cognitive coaching strategy for developing insight and sensemaking.
- ◆ To use failure and mistakes as method to create new knowledge.
- ◆ Decision making skills addressing de-escalation, implicit bias and procedural justice.
- ◆ Addressing the learning and motivational needs of the Gen Z trainee.

REGISTER TODAY: Click Here

Register before August 8, 2026 and receive 10% off use coupon code **EARLY**

Instructor:

Thomas Dworak is a retired Sergeant (31 years) from a suburban Chicago police department where he was the Field Training and Evaluation Program Coordinator and the Lead Defensive Tactics/Use of Force Instructor. Thom facilitates training throughout the country in Field Training, Emotional Intelligence, Leadership and Decision-making. He holds the position of adjunct faculty at the Suburban Law Enforcement Academy at the College of Du Page providing instruction to recruits in defensive tactics and scenario-based training. Thom is a court recognized expert in police practices and use of force. He is a member of the International Law Enforcement Educators and Trainers Association (ILEETA), the International Law Enforcement Trainers Network (ILET), the Small and Rural Police Executives Association and the Naturalistic Decision-making Association.

It is not the strongest that survive, but those who can adapt.

The Adaptive Way LLC. 9237 Central Avenue, Morton Grove, IL 60053
847-379-1244 | thom@theadaptiveway.com | www.theadaptiveway.com