



LE Specific 8-Hour De-Escalation: Force-On-Force Advanced Training Outline

Time of Presentation: 9AM-5PM (7 Hours, Plus 1 Hour Lunch)

Tactical Training Academy

Course Goal: To empower LE personnel to recognize, understand, avoid, de-escalate and act in a successful manner regarding a myriad of escalating violent events.

PERSONAL INTRODUCTION

- Introduction to De-escalation & Workplace Violence: Interactive Knowledge Assessment
- Introduction to the Trainers

LEARNING OBJECTIVE

- Prevention
- Recognition
- Response
- Mitigation
- Recovery

INTERACTIVE LEARNING SCENERIOS

- Interactive Violence Assessment
- You're Wrong, I'm Right: Verbal Escalation Drill
- Interactive OODA Assessment
- WorkGroup, Table-Top and Video Exercises
- Escalating Scenario Response: Addressing Anxiety, Testing and Assault Stages
- One (1) hour lunch and scheduled breaks



PRESENTATION OVERVIEW

- Sequence of events:
 - Sign in, Introduction, Note-Taking Material
 - Interactive Violence Assessment
 - Modern Best-Practice & Evolution of Best-Practices
 - The Service Mission & Officer Safety Balance
 - Overview of Learning Concepts: Statistics; Prevention; Escalation; Mentality; Response; Recovery
 - Seminar Section One: Facts
 - The Reality of Violence Escalation
 - History of Aggression and the Pendulum of Response Strategies
 - Statistics, FBI/DOJ/Guy/Meloy; Other studies as appropriate
 - Specific CA Case Studies
 - Seminar Section Two: Prevention of Violence
 - Mental Illness and CA Law
 - Violent Triggers
 - Anxiety
 - Mental State
 - Other Identifying Factors
 - Creating a Plan
 - Creating a successful physical environment
 - Creating a successful emotional environment
 - Creating pre-planned responses for encounters/interviews
 - Current Procedures
 - Group Exercise: Strategies for Prevention
 - Environmental, Physical, External, Internal Resource Identification
 - Seminar Section Three: Recognition & Response to Violence. Aggression and the Theory of Escalation
 - Plan, Identify, Act: Three Key Conflict Stages
 - Nonverbal (Anxiety Stage)
 - Personal Space



- Reactionary Distancing
 - Gap Drill
- Eye Communication
- Gestures, Posters, Expressions
- De-escalation Response
 - Anxiety Management
 - Empathetic Listening
 - Affect
 - Pros and Cons to Isolation
 - Supportive Communication
- Verbal (Testing Stage)
 - You're wrong, I'm Right; Exercise
 - Indicators
 - De-escalation Response
 - Setting Enforceable Limits
 - Using a Team
 - Acting on a Strategy
- Physical (Assault Stage)
 - The 97/3 Rule regarding de-escalation
 - Less than 3% of situations cannot be de-escalated
 - Immediate Pre-Attack Indicators
 - Areas of Inescapable Concern
 - Intoxication
 - Substance Use
 - Display or Use of Weapons
 - Cornering
 - De-escalation response: control or disengage
 - Principles
 - 3 levels of Physical Aggression
 - Re-Gaining Safety
- CA Use of Force Laws & and Department Policy
- Workgroups & Table-tops & Video Scenarios
 - Stage Identification
 - Response Plan



- Role Play
- Debrief
- Integrating Planning & Response
 - Environmental Specifics
 - Risk Identifying, documentation, and team communication principles
 - Signs of Compliance & Successful De-escalation
- Key Communications to Avoid: Nonverbal, Verbal, Physical
- Seminar Section Four: Mentality, Solutions to Paralyzing Fear & Dysfunction
 - The Difference Between Aggressors and Victims
 - Situational Awareness: The Importance of Time
 - Mentality and Mental Conditioning
 - Introduction to the OODA Loop and Physiological Time Disruption
 - Keys of Mentality
 - COOPER Color Codes
 - OODA Loop & Verbal-De-escalation: real-life Jedi Mind tricks
 - Principles of Training Under Stress
 - Reactive vs Proactive Training
 - Internal and External Resources
- Putting it all together: Successful De-escalation tactics. Mission of service, mindset of safety.
 - Prevention, recognition, response, recovery
 - Group Training Exercise: Learning Application Scenes
 - Analysis
 - Reporting and Documentation: Requirements & Importance
- Section Five: Scenario-Based Training
 - Safety Brief
 - Instructor Weapon Check & Triple Check Protocol
 - Play/Pause MOCKS x3
 - Anxiety Stage MOCKS
 - Testing Stage MOCKS



- Assault Stage MOCKS
- Additional Resources for Knowledge, Empowerment, & Follow-up
- Close
 - Next Steps
 - Q & A
 - *Test, if requested by client*
 - Learning Evaluations

SUMMARY

- Empowerment
- Reducing Fear and Denial
- Planning Ahead and Being Prepared
- Confidence
- Leading Others
- Knowledge of Tactics