



Law Enforcement Training Advisory Commission

840 S. Spring Street, Suite B • Springfield, IL 62704

Phone (217) 726-7014 • Fax (217) 726-7833 • Email letac@mtu10.com • Website www.letac.org

Bruce Liebe, Director

Fundamentals of Realistic De-escalation

April 3, 2024

8:00 a.m. – 4:00 p.m.

LETAC

**840 S. Spring Street, Ste B
Springfield, IL 62704**

***This course is ILETSB approved and certified for the following mandates:
Crisis Intervention (1hr), Use of Force: De-escalation Techniques (6hrs) – Scenario (1hr).***

Description:

Fundamentals of Realistic De-Escalation is an 8-hour course designed to teach law enforcement professionals the necessary skills to accurately assess potentially violent confrontations and, when feasible, defuse them with successfully applied tactics to avoid use of force crises. This course mutes the rhetoric in today's emotionally charged atmosphere and unbiasedly focuses on proven scientific realities surrounding human behavior as they apply to efforts in de-escalation situations. The Fundamentals of Realistic De-Escalation is based on the Force Science Institutes' studies and enhances de-escalation efforts with science while also applying an understanding of human factors and performance research to effectively deal with persons in crisis. The overriding emphasis of the course is to promote the importance of thinking tactically about effective incident management and risk to optimize officer and public safety.

Goals:

- Present "Pre-Suasion Principles" as developed by Force Science Institute (FSI) to provide students with the nine elements of the Tactical Decision-Making Tool.
- Train students to understand the elements of active listening.
- Describe the persuasion skills that can be employed to potentially resolve situations where a person is in conflict or in crisis.

Illinois Law Enforcement Training & Standards Board Mobile Team Unit #10

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- Inform students of ten questioning styles that can be used to communicate with people and potentially gain their cooperation.
- Provide students with information to allow them to recognize and manage excited delirium syndrome.
- Explain the elements of the Behavioral Influence Stairway Model, i.e., introduction, empathy, rapport, influence, and behavioral change.
- Introduce students to the Azar-Dickens Police Assessment Matrix to assist them in identifying a person's thought, emotion, and behavior so they can assess threats and develop an appropriate approach style.
- Discuss the FSI "Post-Suasion Principles" that provide guidance regarding articulating/documenting their perceptions, risk assessments, decision-making and actions to ensure proper reporting of actions taken.

Learning Objectives:

1. Articulate what de-escalation means, what the objectives of de-escalation are, and in what situations de-escalation can and cannot be considered.
2. Discuss the tactical principles of de-escalation, risk assessment and decision-making.
3. Apply critical Force Science concepts such as the "Response-ability Zone" and the "7 T's De-Escalation Evaluation Model" to evaluate tactics that are needed or likely to be successful in supporting a de-escalation process.
4. Learn and apply the "Thought/Emotion/Behavior" "TEB" Matrix to quickly recognize whether a subject is in conflict, crisis, or has 'contaminated' thinking and therefore which strategies of persuasion are most likely to be the most effective.
5. Explain how an officer's approach and control strategies maximize their response options while minimizing the potential for unnecessary emotional and/or physical escalation.
6. Understand and explain the desirability to resolve a conflict peacefully with the need to maintain officer and citizen safety.
7. Recognize and list the common barriers to effective communication that officers commonly use unintentionally.
8. Apply principles of officer self-regulation and emotional control in order to maintain rational thinking processes.

Discuss how professional de-escalation techniques embrace the concepts of 'fair and impartial' and 'rightful policing' principles



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Bruce Liebe: is a 30-year veteran of law enforcement, serving 25 years with the Illinois State Police. With the ISP, he was assigned to the Tactical Response Team (SWAT) for 13 years, serving as statewide program coordinator, assistant team leader and entry team member. At retirement, he was assigned as deputy chief of staff in ISP's Division of Operations. He served as an assistant professor of homeland security and senior director of the School of Professional Studies and at MacMurray College in Jacksonville, Illinois. He is a member of the National Tactical Officers Association and the Illinois Tactical Officers Association. Bruce is a featured author for the National Tactical Officers journal, *The Tactical Edge*, where he has contributed 21 articles to date centering on tactical training, tactical program administration, and operations planning and management. He consults internationally on these topics. Liebe presently operates Paladin Tactical LLC which offers training and consulting services. He is certified by the Illinois Law Enforcement Training and Standards Board as an Active Threat Master Instructor and is certified by the Force Science Institute as a Realistic De-Escalation Instructor. Liebe holds an A.A.S. in Criminal Justice from Illinois Valley Community College, a B.A. in Criminal Justice and an M.A. in Legal Studies from the University of Illinois at Springfield. He is a graduate of the Southern Police Institute, Administrative Officers Course at the University of Louisville.

Non-Member Tuition: **THERE IS NO FEE TO ATTEND THIS TRAINING.**

To Register: Email registration to register@letac.org. You may also fill out and submit our online registration form through the website at www.letac.org or call 217-726-7014 to register by phone (be sure to include all pertinent information). MTU#10 Members will be given the preference up until two weeks prior to the scheduled course. Once the two weeks are up, all others will be taken on a first-come, first-served basis. Also, we cannot accept registrations from individual officers. All registrations must go through your Chief, Sheriff, or department training office, even if you are attending class on your own time.

Cancellation: If a class must be canceled for any reason, every effort will be made to do so at least 2 weeks before the class is scheduled to begin. However, there are circumstances where last minute cancellation is out of our control. All officers who have been registered for training will be contacted at the email address given at registration, so please be sure to provide an email address which is checked often.

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