

The Adaptive FTO: 2 Day Professional Development



November 9-10, 2026 | 8a.m. – 4p.m. | \$359

KCPD Regional Police Academy

6885 N.E. Pleasant Valley Road, Kansas City, MO 64119

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 is an advanced FTO course that addresses training concerns with incoming probationary police officers. This course does not change your agency's FTO Model. Attendees will work with mental and thinking models to help develop the trainee into adaptive thinkers and assist with proper risk assessment. Our Adaptive Feedback Model nurtures the probationary officer's creativity and critical thinking skills. Emotional Intelligence techniques help the trainee identify emotional trigger points while enhancing communication and social skills. Attendees will also look at developmental learning tactics for the Gen Z trainee. The Adaptive FTO creates a durable framework for learning with our cognitive coaching philosophy 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.
- ❖ Development learning tactics for the Gen Z trainee.
- ❖ Decision making skills addressing de-escalation, implicit bias and procedural justice.

REGISTER TODAY: Click Here

Register by **September 9, 2026** and receive 10% off by using Coupon Code **EARLY**

Instructor:

Thomas Dworak is a retired Sergeant 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. As the Founder and Lead Instructor, Thom facilitates training throughout the country in Field Training, First-line Supervision, Leadership, Emotional Intelligence, 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 Federal Court-recognized expert witness in police practices and the use of force. Thom is a member of the International Law Enforcement Educators and Trainers Association (ILEETA) and the International Law Enforcement Training Network (ILET). He also is a member of the Small and Rural Law Enforcement Executives Association and the Naturalistic Decision-Making Association.

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

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