

NORTHERN ILLINOIS TRAINING ADVISORY BOARD

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LINE LEVEL LEADERSHIP

Date: February 10-12, 2026 **Registration Deadline: January 12, 2026**

Times: 0800-1600 hours

Location: NITAB
527 Colman Center Drive
Rockford, IL

Instructor: Instructor – Jerry Thompson and Tim Plotts

Member Fee: \$0 Non-Member & Member Non-Sworn Fee: \$150

This course has been approved by ILETSB for the following mandates:

Constitutional Use of L.E. Authority – 3.0

Officer Wellness and Mental Health – 7.0

De-escalation Techniques – 7.0

Officer Safety techniques, including cover, concealment and time – 3.50

This course is designed for any Law Enforcement employee, (sworn or non-sworn) that have no formal rank or direct supervisory responsibilities at their agency.

PURPOSE OF COURSE:

The purpose of this course is to help Officers and non-sworn personnel realize and embrace their leadership roles in their organization.

COURSE DESCRIPTION:

Often officers believe they have little or no value within their organization except to make arrests, write reports and issue citations. The reality is, an organization's true strength is their people, since they are the ones that are interacting with the public numerous times every day and are either improving the organization's brand or damaging it. Supervisors don't have enough time in a day to repair issues created by officers that don't think about

the agencies' brand and credibility. This course was created to empower officers to be the leaders the public expect during these difficult times, while at the same time helping them develop ways to grow their leadership long after the class ends. This class is especially beneficial to FTO's, civilian trainers and those interested in moving up in the organization, but all officers, deputies, troopers, or agents will find this class life changing.

COURSE GOALS:

The goals of this course are as follows:

- Students will know and understand Mindset and Organizational Ownership
- Students will know and understand proper Leadership
- Students will understand Behavioral De-escalation, LIST and Duty to Intervene Liability
- Students will work on Communication Techniques along with De-Escalation Scenarios
- Students will learn Mascot Leadership, Branding, Self-Evaluation tools & Motivation

COURSE PREREQUISITES:

Line Level Leadership is designed for sworn and non-sworn personnel without a formal position of rank (telecommunicator, deputy, officer, agent, trooper).

METHODS OF EVALUATION:

Instructor evaluated usage and scenario observation. NITAB will provide QR codes to evaluate course content and instructor.

METHODS OF INSTRUCTION:

This course is conducted using the following methods of instruction:

- Lecture
- Demonstration
- Practical exercises
- Scenario based training

Program Teaching Approach:

Line Level Leadership is taught in an adult learning environment. In this program both the instructor and fellow students will be treated with dignity and respect. It is the learner's fundamental responsibility to be clear on any assignments and to do the work in a timely and excellent fashion. This is a leadership class; robust participation is expected.

The program delivery approach engages adult learners: an appropriate mixture of power-point presentations, in-class exercises, discussions, and scenario analyses.

RECOMMENDED INSTRUCTIONAL AIDS: Power Point

1. **ATTENDANCE POLICY:** Students must be present for at least 90% of the course. An attendance requirement is in place for this course. Please see instructor.
2. There will also be a required "Leadership Log" that asks the students to keep track of their thoughts during the training week concerning current police issues. That journal will have entries that students will write to begin each day of instruction as part of a leadership dialog. In addition to prompting thought and dialog, the leadership log serves as a formative assessment of learning throughout the week. As instructors facilitate the morning dialog, affirmation and/or correction of the previous day's material will be undertaken. These journals have the additional advantage of being built upon when students enroll for our other leadership institutes and programs. And, of course, they hopefully can continue to keep and build these journals throughout the remainder of their careers. **This activity accounts for 30 minutes of instruction per day for 2 days of the course.**

The Leadership Philosophy Journals initially will be guided by the following questions:

- a. Why should others follow me?
- b. Upon what foundation have I built my leadership? What values? Which principles?
- c. What is my leadership philosophy now? What do I want it to become?