Confronting the Toxic Officer

Live-Stream Interactive Course

April 17, 2023 | 8:00am - 4:00pm, Central

Public safety professionals are recognizing a common problem in agencies throughout the country: **a small but distinct element in the workforce that generates the overwhelming majority of stress for fellow officers and supervisors.** These are an agency's toxic employees — who can be such a distraction from the agency mission that supervisors and other employees seem to spend more time dealing with internal issues than they spend actually serving and protecting the public.

This is not a traditional leadership course. This course will introduce public safety leaders to strategies for confronting this small but extremely damaging presence in the workforce in a way that both protects the integrity of the organization and is legally defensible. Ensuring that these management techniques are legally defensible is particularly important in light of the fact that so many toxic employees demonstrate an obvious willingness to challenge agency efforts to hold them accountable.

Course Objectives:

- Recognizing the toxic officer — the unleadable, the unfixable, the un-motivatable
- **Identifying toxic individuals *before* they become your toxic officer**
- Recognizing the legal avenues that toxic individuals abuse
- **Effectively confronting toxic officers**

Attorney Matt Dolan

Dolan Consulting Group

Matt Dolan is a licensed attorney in the State of Illinois who specializes in training and advising public safety agencies in matters of personnel management liability. A member of a law enforcement family dating back three generations, he has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability.

$195 per attendee
($95 per additional attendee)

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