



Confronting the Toxic Officer

Live-Stream Interactive Course

November 17, 2026 | 8:00am - 4:00pm, Central

Every law enforcement officer—like any human being in any profession—has bad days at work. But **it is the small number of chronically toxic officers who generate a disproportionate amount of stress, frustration, and organizational dysfunction** for fellow officers, supervisors, and police administrators. An agency's toxic officers can require an extraordinary amount of supervisory time and attention. Instead of focusing on developing personnel and improving operations, agency leaders find themselves repeatedly addressing the conflicts, complaints, performance deficiencies, disciplinary issues, and workplace disruption generated by a toxic few.

This training will introduce law enforcement 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 because so many toxic employees become frequent abusers of grievance procedures, administrative complaints, and litigation - often challenging legitimate management efforts to address their conduct.

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 officers abuse
- ▶ **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.

**\$250 per
attendee**

**(\$125 per additional
attendee)**

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TODAY!**