

Field Training Officer (FTO) Certification
Sponsored by Colorado POST & the City of Sterling Police Department



When: June 1-4, 2021 0800-1600 hours
Where: Northeastern College, 100 College Ave, Sterling, CO 80751 (Tenant Art Gallery)
Cost: Funded by CO POST
To Enroll: Email POST Training Coordinator Diana Evans, at devans@co.morgan.co.us

Program Model San Jose Field Training and Evaluation Program (FTEP)
Facilitator Larry Moser - Moser Training Solutions, LLC (MTS)

The MTS Field Training Officer Certification course expands well-beyond typical liability and training documentation courses. Our approach at MTS is to promote learner-centric training and to ensure trainers possess tools designed to develop trainees critical-thinking, problem-solving, and interpersonal communications skills. The same skills that more than 20,000 of our law enforcement trainees distinguish as being the “most critical” for today’s complex law enforcement environment. Participants will engage in activities designed to develop the trainees essential job competencies within the domains of knowledge, application and evaluation.

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| Module 1 | Field Training Program History, Structure, Forms, Roles, and Problem-based Learning |
| Module 2 | Leadership and the FTO |
| Module 3 | Trainee Integration (Rapport, Learning Preferences, Expectations, Training Overrides) |
| Module 4 | Coaching, Communication, Effective Feedback, Facilitating Debriefs |
| Module 5 | Bloom’s Taxonomy Learning, Performance Evaluation |
| Module 6 | Emotional Intelligence, Diversity and The Everything DiSC |
| Module 7 | Remedial Strategies, Managing Training Liability |
| Module 8 | Practical Application |

Objectives:

- Promote development of critical-thinking, problem-solving and interpersonal communication skills
- Develop the trainer’s coaching and facilitation capacities, while improving trainee content retention
- Analyze qualities of outstanding leaders and top performing coaches
- Introduce the trainer to problem-based learning (PBL)
- Discuss and experience principles of active learning
- Develop training environments that motivate employees of all generations and experience levels
- Analyze personality inclinations and their influence on communication and learning
- Review approaches to the coaching and evaluations process
- Review field training program structures, terminology, documents, history and the trainers role {Detailed application of the San Jose Field Training and Evaluation Program (FTEP)}
- Clarify the role of the FTO and their impact as a role model by maximizing leadership opportunities
- Evaluate trainee performance through video exercises and complete Daily Observation Reports (DOR) using Standard Evaluation Guidelines (SEG). Provide effective coaching feedback during scenario testing
- Use agency training guides to help document training coverage
- Analyze Bloom’s Taxonomy of Learning
- Review methods to manage training liability risk
- Experience what breaks down interpersonal communication and what to do about it
- Practice core training approaches and review remedial training strategies (distinguishing trainees who may not be responding to training)
- Define emotional intelligence
- Recognize and learn methods to overcome trainee stress, avoid conflict and direct the trainee towards learning using various methods of instruction
- Name techniques to work as an effective training team
- Create documents that improve performance and help manage liability protect the agency
- Identify the value of the trainee’s viewpoint, discuss diversity, define implicit bias and training scars

MTS instructor-led training promotes adult learning principles and offers individual-based training approaches which are designed to maximize valuable field training time, overcome training challenges, and allow the trainee to learn at the appropriate individual pace. To learn more visit www.MoserTrainingSolutions.com, email Admin@MoserTrainingSolutions.com or call 540-270-4635.

Let us challenge the way your employees think, and improve the way they perform...

Moser Training Solutions, LLC (MTS) is privileged to work with corporate and government leaders who want to improve employee and customer satisfaction, while enhancing both individual and team performance.

What we do:

- Provide professional and career development training
- Customize training to the client's needs
- Coaching (career advancement, study techniques and effective writing skills)
- Conduct individual and program assessment
- Provide law enforcement subject matter expertise
- Project management and consultation
- Prepare private industry for emerging threats

Train-the-Trainer

Instructor Development (and recertification)
Field Training Officer (FTO)
Police Training Officer (PTO)
Advanced Coaching (FTO/PTO)
Basic Recruit Academy Instructor

Professional Development

Building Outstanding Teams
Customer Service for Public Safety
Problem-Solving, Decision-Making
Resolving and Navigating Conflict
Facilitation Skills
Ethics, Stress and Negativity
Project Management

Leadership

Leader in Blue/Operational Readiness
Leaving a Legacy Through Leadership
Leading During Challenging Times
Leading and Influencing at all Levels
Performance Management for Supervisors

Career Advancement

Excelling Through Written Correspondence
Preparation for Career Related Interviews
Assessment Center Preparation
Improving Cognitive and Test Taking Skills
Resume Preparation
One-on-One Career Coaching
Individual Assessment and Compliance Issues

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