



Office of the Attorney General  
State of Connecticut

June 20, 2017

MEMORANDUM

**RE: Law Enforcement Active Diffusion Strategies (L.E.A.D.S.) Plus Tactical Options Training Seminar – Connecticut Police Academy, May 30, 2017**

To Whom It May Concern:

The purpose of this letter is to document the undersigned's evaluation of the above referenced training seminar in conjunction with my duties as assigned Legal Counsel to the Police Officer Standards and Training Council (POSTC) for the State of Connecticut.

The above referenced eight-hour L.E.A.D.S. + T training program was conducted on May 30, 2017 at the Connecticut Police Academy by Lieutenant Kevin Dillon, President and Lead Instructor for KFD Training and Consultation, LLC of Wethersfield, Connecticut. The course was attended by approximately 30 senior, mid-level and investigative sworn law enforcement officers from twenty municipal police agencies and the Connecticut State Police, as well as by approximately thirty municipal police recruits in basic training at the Connecticut Police Academy.

The course of instruction was a classroom-based combat confrontation avoidance and conflict resolution lecture and demonstration. Students learned how to recognize signs of aggression on the part of others, and were exposed to active diffusion strategies and tactics designed to successfully avoid or defuse and resolve confrontation so as to prevent unnecessary enforcement action and potential injury to both officers and citizens.

Throughout the day of instruction, Lieutenant Dillon demonstrated himself to be a highly engaging, energetic, knowledgeable presenter. As a result of his professional background as an experienced law enforcement officer, martial arts expert and mentor, Lieutenant Dillon gained immediate credibility with the students. Using expert visual aids, interactive scenarios, humor and his own unique character, Lieutenant Dillon schooled the students in both the physical and psychological underpinnings of anger and aggression, and presented a thorough, well-organized set of practical tactics and strategies to help defuse and de-escalate potential confrontation.

In light of the seemingly pervasive nationwide controversy over the use of force by law enforcement officers while responding to incidents where there is a potential for a violent confrontation between the police and others, the importance of learning and adopting tactics and strategies designed to defuse such encounters cannot be overstated. The L.E.A.D.S. + T program instructed by Lieutenant Dillon is well suited to

equip our law enforcement officers with a greater understanding of the problem, and with practical communication skills with which to enable them to more efficiently prevent the need for the use of force when possible. The L.E.A.D.S. + T program, if widely supported and presented in both recruit and in-service training, will not only increase officer safety, and enhance the standing of our law enforcement officers in their respective communities, helping to re-establish the positive police-citizen relationships essential to effective law enforcement in American society, it will help prevent needless tragedy and loss of life. Finally, the adoption of L.E.A.D.S. + T principles can help forestall needless litigation and the inevitable fiscal burdens on already strained government budgets. Lieutenant Dillon is to be commended for this valuable contribution to protecting our police officers, reducing the need for violent encounters between police and citizens, and thereby enhancing critical community relations.<sup>1</sup>

Very truly yours,



Stephen R. Sarnoski  
Assistant Attorney General

SRS/ss

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<sup>1</sup> The above assessment of the quality and effectiveness of the L.E.A.D.S. + T program and its instructor is that of the author alone and should not be considered as an official position of the Office of the Attorney General, the Connecticut Police Academy, or the State of Connecticut.