Tactical Team Leader

Description

Part of the OTOA Tactical Leadership System (TLS), this course prepares current and future tactical leaders to lead, develop, and sustain professional, defensible tactical teams. Emphasis is placed on roles, responsibilities, authorities, accountability, program stewardship, and principled decision-making.

Through case studies, collaborative exercises, and facilitated discussions, participants learn from instructors and fellow students as they examine how different organizations address common leadership and operational challenges. The course emphasizes foundational principles rather than prescribed solutions, challenging leaders to critically evaluate their organizations, strengthen professional standards, and reduce self-induced friction.

Target Audience

- SWAT/SRT Leadership
- Current & Future Team Leaders
- Tactical Team Supervisors
- Crisis Negotiation Leadership
- Personnel Preparing for Tactical Leadership Roles

Topics Include

- Leadership Principles & Doctrine
- Roles, Responsibilities & Authorities
- Program Stewardship & Accountability
- Defensible Programs & Decisions
- Commander's Intent
- Critical Thinking & Decision-Making
- Risk Assessment & Mitigation
- Legal Considerations & Liability
- Policy, Procedures & Documentation
- Personnel Selection & Development
- Training, Equipment & Readiness
- Professional Standards & Discipline
- Organizational Culture & Self-Induced Friction
- Operational Planning & Review
- Crisis Negotiation & Interdisciplinary Coordination
- Contemporary Tactical Challenges
- Debriefs, After-Action Reviews & Continuous Improvement

Eligibility

All sworn first responders from state, federal, or local agencies, including OPOTC-certified peace officers, deputies, and troopers employed full- or part-time by an Ohio law enforcement agency.

Student Goals

Students who complete this course will be able to:

- Identify and fulfill the roles, responsibilities, authorities and accountability of a Tactical Team Leader.

- Apply principle-based leadership and critical thinking to make and articulate defensible decisions.
- Develop operational plans, assess threats and implement risk mitigation strategies.
- Understand the Commander's intent and coordinate effectively with other leadership roles.
- Identify and reduce self-induced organizational friction.
- Evaluate policies, documentation, and practices that support a defensible tactical program.
- Develop personnel and uphold professional standards, accountability, and organizational readiness.
- Evaluate training, equipment, and resource requirements in support of mission objectives.
- Apply lessons learned through peer collaboration, incident reviews, and after-action reviews to improve individual, team, and organizational performance.

Equipment List

- Business casual
- Laptop computer
- Note-taking materials
- Policy Manual, Operations Manual, etc.

> **IMPORTANT:** Carrying a SIG P320 or variant? Unload before entering any training area.

Class Schedule

Start Time: Each day begins promptly at 8:00 AM. The course spans a minimum of 8 hours per day and is structured to ensure comprehensive coverage over multiple days.

Note: Students will receive a scheduled lunch break; however, lunch will not be provided. Please plan accordingly and bring your own food and beverages.

Medical

If you are allergic to bees, outdoor plants, or animals, please bring your epinephrine pen or other medication.

Life-threatening allergies and pre-existing injuries or conditions must be reported to the OTOA training staff on day one of training.

Lodging, Travel, and Meals

Attendees are responsible for their ammunition, lodging, transportation, and food.

This 32-hour course is designed for law enforcement SWAT Team Leaders. It is not only about tactics, but rather the fundamental doctrinal principles from which all tactics are derived. The concepts, principles, and methodologies discussed have universal applications and can be applied to any unfolding dynamic tactical problem regardless of the size or nature of the event. Skills learned will be reinforced through case studies, games, and practical exercises. Instruction consists of classroom discussion, student involvement through group exercises, tabletop exercises, presentations, and case reviews of tactical incidents.