



# Reality Based Training Instructor Certification

## Training at the Speed of Life® Instructor Certification

**More than just opposed force training**

### Course Overview:

Reality Based Training incorporates much more than scenario training, incorporating everything from video simulators to opposed force scenarios to realistic conventional range training. There are inherent dangers in developing and presenting safe and effective experiential training. Many agencies that are invested in technologies to assist in experiential training often lack the time or resources to write cohesive training programs that utilize the latest in world's best practices learning methods. Instead, trainers often inherit training plans from previous trainers that often lack up to date training methods. Others believe that experiential training is inherently easy to do, which has led to deaths in training and often a failure to prepare their officers for many of the dangers faced in the real world. The fact that many agencies still utilize outdated ineffective Block Training models and relatively static firearms qualification standards as a measure of proficiency lays bare the gap between training and realism.

### Course Objectives:

- Understand the principles of science-based training program design
- Learn to create realistic and challenging scenarios tailored to specific training objectives
- Master the art of providing constructive feedback and facilitating optimal learning experiences
- Develop skills in setting up safe and controlled training environments
- Familiarize with various technologies and training equipment used in reality-based training
- For those who have attended MOI®, gain proficiency in incorporating Force Science® principles
- Learn to manage documentation and administration of reality-based training programs
- Enhance understanding of cognitive load theory and emotional regulation techniques in training
- Develop strategies for de-escalation training and crisis management to build confidence, judgment, and resilience in their trainees
- Acquire certification as a Reality Based Training Instructor upon successful completion of the course

### Target Audience:

This course is ideal for law enforcement trainers, firearms instructors, defensive tactics instructors, and other professionals involved in training and preparing officers for critical incidents.

### Duration:

The Reality Based Training Instructor Certification course is typically conducted over 5 days, including both classroom instruction and practical exercises.

### Prerequisites:

Participants should have prior experience in law enforcement or a related field and a foundational understanding of training principles. Basic instructor certification or equivalent experience is recommended but not required.

## Course Modules:

1. Introduction to Reality Based Training
  - Overview of reality-based training methodologies
  - Importance of effective training in law enforcement
2. Principles of Science-Based Training Program Design
  - Understanding human performance factors
  - Designing training programs based on ecological dynamics
3. Scenario Development and Implementation
  - Crafting realistic scenarios aligned with training objectives
  - Utilizing various training technologies and equipment
4. Feedback and Performance Facilitation
  - Providing constructive feedback for skill improvement
  - Facilitating effective learning experiences for trainees
5. Safety and Risk Management
  - Implementing safety protocols in training environments
  - Managing risks associated with reality-based training
6. Program Administration and Documentation
  - Managing training documentation and records
  - Administering reality-based training programs effectively
7. Specialized Training Techniques
  - Incorporating Force Science® Methods of Instruction® methodologies
  - Developing de-escalation training strategies
8. Practical Application and Assessment
  - Conducting reality-based training sessions
  - Assessing trainee performance and providing feedback

## Certification Requirements:

To obtain certification as a Reality Based Training Instructor, participants must successfully complete all course modules, demonstrate proficiency in scenario development and facilitation, and pass a final assessment evaluating their knowledge and skills in conducting reality-based training.

## Conclusion:

By completing the Reality Based Training Instructor Certification course, participants will be equipped with the expertise and credentials to lead effective and impactful reality-based training programs, ensuring that officers are prepared to confidently navigate challenging situations in the field.

## Risk Mitigation

When reality-based training is conducted incorrectly, several negative consequences can occur:

1. **Injuries:**

Incorrectly executed reality-based training can lead to physical injuries for both participants and instructors. Techniques may be improperly applied, resulting in strains, sprains, fractures, or other injuries. Lack of proper supervision or safety measures can exacerbate these risks.

2. **Psychological Trauma:**

Participants may experience psychological trauma if the training involves scenarios that are overly intense, graphic, or emotionally distressing. Without proper debriefing and support mechanisms in place, individuals may suffer from anxiety, stress, or even post-traumatic stress disorder (PTSD).

3. **Reinforcement of Poor Techniques:**

If instructors are not adequately trained or qualified, they may inadvertently teach incorrect techniques or approaches. This can reinforce bad habits or ineffective strategies, undermining the purpose of the training and potentially leading to dangerous outcomes in real-world situations.

4. **Negative Learning Experience:**

Poorly executed reality-based training can result in a negative learning experience for participants. If scenarios are unrealistic or poorly constructed, participants may struggle to engage or see the relevance of the training to their real-world responsibilities. This can lead to disengagement, reduced motivation, and a lack of skill retention.

5. **Legal Liability:**

In cases where injuries occur or participants feel they have been subjected to undue harm, there may be legal ramifications for the organization conducting the training. Failure to adhere to safety standards, provide adequate supervision, or properly train instructors can expose the organization to lawsuits or regulatory penalties.

6. **Damage to Reputation:**

Word of mouth spreads quickly, especially in professional circles. If reality-based training is conducted poorly and word gets out, it can damage the reputation of the organization responsible for the training. This can have long-lasting consequences in terms of trust, credibility, and future participation in training programs.

To mitigate these risks, it's crucial for organizations to ensure that reality-based training is conducted by qualified instructors, adheres to safety standards, incorporates proper debriefing and support mechanisms, and is designed with realistic yet manageable scenarios that align with participants' needs and capabilities. Regular evaluations and feedback mechanisms should also be in place to continuously improve the quality and effectiveness of the training.

## Why is specialized training in safe and effective Reality Based Training (RBT) so Important?

Reality Based Training (RBT) offers numerous benefits for law enforcement professionals, including:

1. **Realism:** RBT creates scenarios that closely simulate real-world situations officers may encounter, providing a more authentic training experience. This realism helps officers develop practical skills and prepares them for the complexities and stressors of actual law enforcement encounters.
2. **Enhanced Decision-Making:** By facing realistic scenarios in a controlled environment, officers can practice making split-second decisions under pressure. RBT helps improve decision-making skills, judgment, and critical thinking abilities, which are crucial for effective law enforcement operations.
3. **Skill Development:** RBT allows officers to practice a wide range of skills, including communication, de-escalation, use of force, and tactical maneuvers. Through repeated exposure to realistic scenarios, officers can refine their techniques and improve their overall proficiency in various law enforcement tasks.
4. **Confidence Building:** Successfully navigating challenging scenarios in training builds confidence in officers' abilities to handle similar situations in the field. Confidence is essential for maintaining composure and making effective decisions during high-stress encounters.
5. **Risk Reduction:** RBT provides a safe environment for officers to practice potentially dangerous situations without real-life consequences. By identifying and addressing gaps in training, RBT helps mitigate risks and enhances officer safety on the job.
6. **Team Collaboration:** RBT often involves scenarios that require teamwork and coordination among officers. This fosters better communication and collaboration skills within law enforcement teams, leading to more efficient and cohesive responses in real-life situations.
7. **Legal and Ethical Compliance:** Training scenarios can incorporate legal and ethical considerations, helping officers understand the legal parameters of their actions and make decisions that comply with department policies and legal framework.
8. **Continuous Improvement:** RBT programs typically include debriefing sessions where officers receive feedback and reflect on their performance. This feedback loop promotes continuous improvement and allows officers to learn from both successes and mistakes, ultimately enhancing their effectiveness as law enforcement professionals.

Overall, Reality Based Training is a valuable tool for law enforcement agencies seeking to prepare their officers for the dynamic and unpredictable nature of police work, ultimately leading to safer communities and more competent law enforcement personnel. And a professionalized, court-defensible program in best practices methodologies reduces liability while saving precious resources.