



# Southern Illinois Criminal Justice Training Program

*Mobile Team Unit 15*

## Training Announcement

Name of Class		Class ID#	Course ID#
PATC – Phase III Hostage Negotiations & Crisis Intervention		200713	
Date of Training	Time	Hours	Location
May 4 – 8, 2026	8:30 – 4:30	40	RLC Advanced Technology Center 468 Ken Gray Parkway, Rm 156 Ina, IL 62846
Course Description			
<b><u>You are required to attend Phase I &amp; II to attend this course.</u></b>			
Course Objectives			
See Below			
Instructor			
See Below			
Equipment Requirements			
See Below			
Mandates Met by This Training			
<i>Crisis Intervention (8 hrs), Human Rights (1 hr), Legal Updates (2 hrs), Officer Wellness/Mental Health (1 hr), Procedural Justice (9 hrs), De-Escalation Techniques (7.5 hrs &amp; 7.5 hrs Scenario Based)</i>			
<i>This class is partially funded and certified by the Illinois Law Enforcement Training and Standards Board</i>			

# Hostage Negotiations, Phase III

## **Instructor: Darryl Rivers**

Darryl L. Rivers is a national human behaviors, communication, and leadership speaker and trainer. To accompany his 24 years of government service in both the U.S. Military and as a Law Enforcement professional, he is a psychology major with multiple certifications in human behavioral analytics, emotional intelligence, neuro-linguistic programming, accelerated learning, and he is a communications and body language expert. He has extensive policing, street investigations, UC/Surveillance, and felony apprehension experience from his time with the Detroit Police Department. His law enforcement experience was extended in the State of Arizona where he functioned as a Detective, a Sergeant, a Lead Special Agent of the States Tobacco Enforcement Unit (Office of The Attorney General), and a Hostage Negotiator.

After his retirement from Law Enforcement, Darryl started his own speaking and training business called "The L.E.A.D. Company." One of the assignments he has been revered for is his work with the Arizona Department of Economic Security. There Darryl was contracted to engineer the creation of an internal security unit. He was hired to recruit, interview, hire, train, create policy, and supervise the statewide unit covering over 200 individual locations, while maintaining his other clients from across the nation. Darryl has established himself as a sought-after public speaker and trainer in both government and business circles. He is an Executive Director with the world's largest leadership training company, "The John Maxwell Team," and is mentored by John Maxwell himself. He has a unique, humorous, yet intellectual delivery to his trainings that puts him in high demand across the nation.

He is a highly decorated professional with multiple awards to include Officer of the Year, Life Saving, multiple Meritorious Citations, Multiple Letters of Commendation, Chiefs Excellence Award, Spirit of Detroit Award, and The Police Cross for being injured in the line of duty. To top it off, he received the departments highest honor, The Medal of Valor for rescuing eleven hostages. He is a dynamic presenter, but most importantly he is a cop's cop!

## **Course Description:**

The dynamics of hostage and crisis negotiations are ever-changing. Knowing that we will encounter various situations and challenges different techniques and an advance mindset are a must. Our Phase III Negotiations course provides all participants with an in-depth look at the differences and models of behavior and all normal human beings, an intricate look into one's own personality style, adjustments that can be and need to be made, along with the way our brains process information.

Participants will be exposed to different team dynamics on how each particular role on a crisis negotiations team impacts other members and the overall negotiations process. This course will also discuss how to deal with a fluid situation after things go bad. Going beyond technique and exploring mindset enhances each participants ability to properly apply learned techniques.

# Hostage Negotiations, Phase III

## **Agenda:**

### **Day 1:**

0800 – 0830 Introduction  
0830 – 0930 Why do we really negotiate  
0930 – 1100 The negotiators mindset  
1100 – 1215 Lunch  
1215 -1615 Models of Human Behavior

### **Day 2**

0800 – 0830 Recap of Day 1  
0830 – 1100 Models of Human Behavior  
1100 – 1215 Lunch  
1215 -1315 Speech patterns and tonality  
1315 – 1615 The Art of Connecting

### **Day 3**

0800 – 0830 Recap of Day 2  
0830 – 0930 Words that Work  
0930 – 1100 Cognitive Processing of a person in Crisis  
1100 – 1215 Lunch  
1215 – 1415 Arguing vs Influencing  
1415 – 1615 Open Air and Face to Face Negotiations

### **Day 4**

0800 – 0830 Recap of Day 3  
0830 – 1100 Suicidal Subjects  
1100 – 1215 Lunch  
1215 – 1415 Common Challenges with Communication issues / texting / social media  
1415 – 1615 Dealing with Diversity while in Crisis

### **Day 5**

0800 – 1100 Recap of Course Materials  
1100 – 1215 Lunch  
1215 – 1515 Debrief of Various Negotiations  
1515 – 1600 Course Evaluation and Q&A