

No Cost One-Day Program

Registration
Officer Development
West Chicago Fire Department
November 14, 2025

Online Registration

<https://ilfca.memberclicks.net/so111425>

Direct questions to:
info@illinoisfirechiefs.org

Cancellation Policy: Even though there is no cost for the student, food and materials are provided. A cancellation less than 48 hours or a no-show will be invoiced \$30.00 for an administration fee.

The Foundation has continuously updated and restructured the Senior Officer Development program. It is now offered as a One or Two-Day program with topics chosen by the Host Department so the topics are relevant to your area. As an officer in your department you are faced with many responsibilities not covered specifically in company officer training. This program is put together for officers to help you better understand the duties and liabilities. This program is primarily for officers who may be new at the chief officer rank or who act to support that administrative function. However, it is also aimed at those individuals regardless of rank, who aspire to be a Chief Officer someday.

This program is designed as an interactive program with its success directly related to your participation. At the end of each section the students are asked not only to offer their feedback on the instructors but also the relevancy of the material which then drives curriculum revisions.

*The beautiful thing about learning is
that nobody can take it away from you.*

B.B. King

Senior Officer Development Program



**West Chicago Regional
Training Facility**
320 Kress Road
West Chicago IL 60185

November 14, 2025
8:00am-5:00pm

Legal Requirements

Steve DiNolfo, Ottosen, DiNolfo, Hasenbalg, Castaldo

- The attendee will be familiar with laws that affect the day to day operations of the department.
- The attendee will be aware of the current legislation both proposed and adopted that affect the fire service.
- The attendee will understand the requirements of administrative agencies that interact with the fire service.
- The attendee will be aware of legally required operating procedures
- The attendee will understand the mechanics of developing operating procedures.
- The attendee should be familiar with the supervisor's role in managing operating procedures.

Duty, Pride & Tradition

Chief Eddy Enright (ret., Chicago FD), Chief James Grady (ret. Frankfort FPD)

Duty

- **Desire to serve:** A strong, innate motivation to help others and meet community needs.
- **Performing the job:** Knowing the job and taking initiative to perform required tasks whether its fighting fires, responding to medical emergencies, or other hazardous incidents.
- **Citizen-first mentality:** Placing the needs of the public first, especially during difficult or complex situations.

Pride

- **Professionalism:** Adopting a mindset of high professionalism, readiness, and commitment to providing excellent service.
- **Respect and belonging:** Feeling pride in one's co-workers, department, equipment, and being part of a unit that successfully achieves its goals.
- **Mentorship and growth:** Fostering a desire for continuous growth, training and learning, as well as mentoring younger firefighters to strengthen the overall identity of the fire service.

continued

Tradition

- **Cultural identity:** Living the principles of the fire service, which unifies members and ties them to a larger history.
- **Shared customs:** Embracing and passing on the established customs and values of the fire service, such as those found in ceremonies like the passing of the helmet or the ringing of the last alarm.
- **Passing on knowledge:** An eagerness to share experiences and knowledge with new recruits, thereby strengthening the identity of the service and improving morale.

Firefighter Resiliency Program

IFSI Staff

- Nervous system challenges
- Post-traumatic stress realities of stress
- Suicide and much more
- How to talk about mental health

Conflict Resolution

Chief Tracy Kenny (ret. Broadview FD)

- Students will identify the causes of conflict with in the Fire Service.
- Students will understand the difference between the types of conflicts, emotional/factual.
- Students will discuss how firefighters deal with personal and professional conflict.
- Students will understand the officer's responsibility to conflict.
- Students will learn the different types/styles of conflict resolution and engage in the steps for resolution for a successful outcome.

Having Tough Management Conversations.

Chief Drew Smith, Prospect Heights FD

- Identify the member's issues that are impairing the organization
- Identify the needed change in the member
- Identify what standards are applicable to this situation
- Develop and IAP to conduct the necessary conversation
- Identify how training may be used as an alternative to discipline
- Conduct the necessary follow up after the conversation

Schedule

Officer Development West Chicago Fire Protection District November 14, 2025

Moderator: D/C Tim Leidig, York Center FPD

08:00-08:30	Coffee & Registration
08:30-09:00	Course & Instructor Intro
9:00-10:30	Legal Requirements
10:30-10:45	BREAK
10:45-12:00	Duty, Pride & Tradition
12:00-13:30	Working Lunch - Firefighter Resiliency Program
13:30-15:00	Conflict Resolution
15:00-15:15	BREAK
15:15-16:30	Having Tough Management Conversations
16:30-17:00	Program Evaluations