

Captain Leo Viola

Q: When did you first join the Kenosha Police Department, and what inspired you to become an officer?

A: I was hired on 1/3/2006. I had a similar calling I believe to most of our officers and that was to serve. I grew up in Kenosha and wanted to give back to the community that gave me so much.

Q: What roles or assignments have you held at KPD prior to becoming a lieutenant?

A: I started on 3rd shift, and after 4 years on patrol I got assigned to the gang unit. I was a detective, patrol and administrative sergeant in the office of professional standards, a Lieutenant on 2nd shift and the PIO before taking on the role of captain of 2nd shift.

Q: What motivated you to pursue the School of Staff and Command program at Northwestern?

A: I heard about the program through Captain Dillhoff, who also went through it. It sounded like a challenging course that I could learn a lot from and take back to the department.

Q: What was the most valuable lesson or takeaway from the 22-week program?

A: The most valuable lesson is that after 20 years working as an officer there is still so much to learn and that there are amazing professionals in this field.

Q: How do you think this training will help you in your leadership role at the Kenosha Police Department?

A: It was a comprehensive course that covered just about every topic that a law enforcement leader would be exposed to. There were sections of the course on leadership, but also statistics, federal civil rights law, resource allocation, strategic planning, wellness and discipline just to name a few. I have experience in a lot of these areas but the intensity of study was excellent. The course really made me consider the nuances of all the disciplines.

Q: Was there a particular class or subject that stood out to you during the course?

A: I love the study of leadership, but the strategic planning section was an area I hadn't really been exposed to before. It is common for me to plan for special events or other things in the near term, but learning how to plan 5-10 years out and develop requests for proposal for larger initiatives was pretty foreign to me.

Q: How did it feel to complete such a rigorous program and graduate alongside other law enforcement leaders from across the country?

A: It was pretty humbling for me to have been around so many accomplished people for 22 weeks. The professors and other professionals were top notch and added a lot of complexity to the lessons.

Q: What are you most excited to bring back to your team and the community as a result of this experience?

A: I'm excited to share the whole experience, but the thing that most excites me is building a cohesive team. One that supports the community and surpasses their expectations of a professional police department.

Lieutenant Joshua Hecker

Q: When did you first join the Kenosha Police Department, and what inspired you to become an officer?

A: I joined the Kenosha Police Department on September 3, 2002. I was inspired to become an officer after my home was burglarized when I was in 2nd grade. The event was very traumatic for me... From that moment on, I knew that I wanted to be a police officer.

Q: What roles or assignments have you held at KPD prior to becoming a lieutenant?

A: I began my career assigned to the patrol division. I worked multiple shifts, was a field training officer, served in the tavern unit, Gang Crimes Unit, detective specializing in death investigations and arsons, promoted to sergeant in 2016, and to lieutenant in 2021. Currently assigned to the Office of Professional Standards.

Q: What motivated you to pursue the School of Staff and Command program at Northwestern?

A: I am a firm believer in transformational leadership. Courses like the School of Police Staff and Command provide a wide variety of topics to explore, which helps me educate others as they advance through their careers.

Q: What was the most valuable lesson or takeaway from the 22-week program?

A: The most valuable lesson was the project assignment requiring students to identify an area in need of growth or change. I developed a sergeant training manual. The sergeant cadre is arguably the most critical supervisory role of any police department.

Q: How do you think this training will help you in your leadership role at the Kenosha Police Department?

A: It has sharpened my ability to lead strategically, apply evidence-based decision-making, manage organizational change, and foster ethical leadership. I plan to implement intentional leadership, mentorship, and opportunities for professional development.

Q: Was there a particular class or subject that stood out to you during the course?

A: Two separate leadership and personality assessments stood out. These assignments caused me to critically evaluate myself as a leader, husband, and father.

Q: How did it feel to complete such a rigorous program and graduate alongside other law enforcement leaders from across the country?

A: If I am being completely transparent, I am very happy that it is over. But, the sense of accomplishment knowing the sacrifices I made is extremely gratifying. I am proud KPD had four representatives showing the value of our department and community.

Q: What are you most excited to bring back to your team and the community as a result of this experience?

A: I am most excited to bring a renewed focus on leadership through accountability, innovation, and service.

Lieutenant Adam Jurgens

Q: When did you first join the Kenosha Police Department, and what inspired you to become an officer?

A: I was hired on February 12, 2008. I had considered law enforcement in high school but initially pursued other careers. Ultimately, I chose policing for its ability to make meaningful impacts in the community, stability, and unique challenges.

Q: What roles or assignments have you held at KPD prior to becoming a lieutenant?

A: I worked all three shifts, served as a canine handler for seven years, and held specialties including Field Training Officer, Evidence Technician, and Bicycle Officer. As a sergeant, I supervised the Canine Unit and developed the second-shift mentoring program.

Q: What motivated you to pursue the School of Staff and Command program at Northwestern?

A: I wanted to expand my leadership knowledge and strengthen my ability to serve the department and community with sound decision-making.

Q: What was the most valuable lesson or takeaway from the 22-week program?

A: The experience taught me the importance of trust between supervisors and the officers they lead, and gave me valuable grant and proposal writing skills.

Q: How do you think this training will help you in your leadership role at the Kenosha Police Department?

A: I now have tools to collaborate with other leaders, identify opportunities for improvement, and implement best practices for positive change.

Q: How did it feel to complete such a rigorous program and graduate alongside other law enforcement leaders from across the country?

A: It was one of the most demanding 22 weeks of my career, but also humbling. Each week I looked forward to reading my colleagues' perspectives and learning from them.

Q: What are you most excited to bring back to your team and the community as a result of this experience?

A: I am excited to apply grant-writing skills and have already secured funding for a new electronic storage-detection canine coming in 2026.

Captain Matthew Strelow

Q: When did you first join the Kenosha Police Department, and what inspired you to become an officer?

A: I was hired in April of 2000. I enjoyed working with people and wanted a career outdoors. After taking a sociology class in college, I thought policing would be rewarding.

Q: What roles or assignments have you held at KPD prior to becoming a lieutenant?

A: As a patrol officer I was on 3rd shift for about 6 years, then in the Gang Unit for 2 years. As detective for 7 years I served in the Street Crimes Unit and Kenosha Drug Operations Group (KDOG). Promoted to sergeant, I served in patrol, the detective bureau, and the Office of Professional Standards.

Q: What motivated you to pursue the School of Staff and Command program at Northwestern?

A: Northwestern University is prestigious. I knew the curriculum would be challenging and time-consuming, but it would help me grow professionally and personally.

Q: What was the most valuable lesson or takeaway from the 22-week program?

A: The importance of ongoing education. After 25 years of experience, the program provided leadership development, operational understanding, and a peer network.

Q: How do you think this training will help you in your leadership role at the Kenosha Police Department?

A: It has developed my technical and interpersonal skills, essential for managing people, making decisions, and building community trust.

Q: Was there a particular class or subject that stood out to you during the course?

A: The staff study project, which required a researched proposal for department leaders. It showed me the importance of clear analysis, alternatives, and action planning.

Q: How did it feel to complete such a rigorous program and graduate alongside other law enforcement leaders from across the country?

A: It was humbling and rewarding, offering lessons from accomplished professionals nationwide.

Q: What are you most excited to bring back to your team and the community as a result of this experience?

A: Collaboration with fellow graduates, improved decision-making, and strategies to strengthen department operations and public trust.