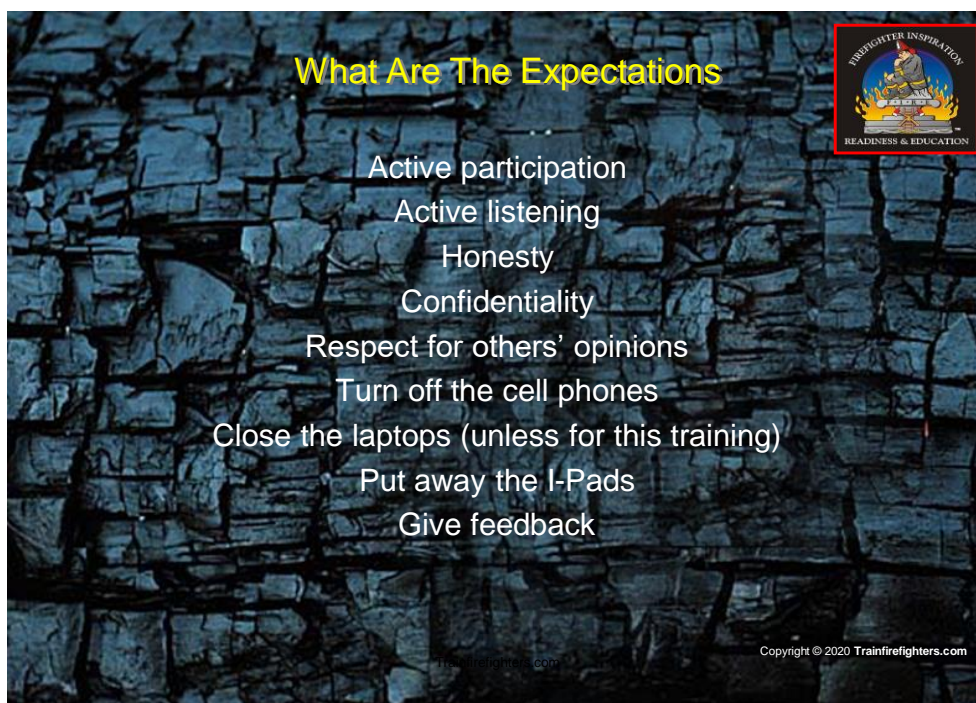


1



2

Fire Leadership Lab Series (Why We Are Here)



- ✓ Humans are our most important resource
- ✓ Risk management!!! (predictable is preventable)
- ✓ Decrease personal and department liability
- ✓ Keep you safe and happy! (more successful)
- ✓ Develop and maintain initiative (biggest leadership challenge)!
- ✓ Maintain organizational alignment (2nd biggest leadership challenge)!
- ✓ Provide better service by reaching our potential!
- ✓ Better Succession Planning

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Fire Leadership Lab Series (Why We Are Here)




- ✓ Internal Motivation
- ✓ Leadership Consistency
- ✓ Leading by Example
- ✓ Leading the Team Toward a Common Goal
- ✓ Conflict Resolution
- ✓ Counseling: Role Play Exercises
- ✓ Liability & Command
- ✓ FBOR
- ✓ Staying in Your Lane while Maintaining Alignment

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Fire Leadership Lab Series (Why We Are Here)




- ✓ Fill Your Officer Toolbox
- ✓ Reinforcing the Chain of Command
- ✓ Being the Boss – Making the Transition
- ✓ Permeating the Fire Chief's Message Down the Chain
- ✓ Rise Above the Coffee Table
- ✓ Succession Planning

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Module 1 Objectives...



- ✓ Understand the Big Picture
- ✓ Identify the Symptoms of Poor Leadership
- ✓ Explain the Underlying Problems Causing Poor Leadership
- ✓ Being the Boss – Making the Transition
- ✓ Emphasize the Importance of Leadership Attitude

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Specific Objectives...

What are your specific objectives?



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Symptoms

The Fire Service Leadership Pandemic

What are the specific symptoms of poor leadership within the fire service?

- *adjective*
(of a disease) prevalent over a whole country or the world.
- *noun*
an outbreak of a pandemic disease.



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SYMPTOMS In the Individual

- Buy-out
- Self survival/preservation
- Contempt
- Acting out (bad mouthing the dept.)
- Increased sick leave use
- Doing more stupid stuff
- Increased attrition
- Early retirement

9

SYMPTOMS In the Fire House

- Drinking on duty
- Sex on duty
- Drugs on duty
- Sick leave abuse
- Conflict in the workplace
- Character assassinations
- Inappropriate behavior
- Customer complaints
- Poor performance on the fireground
- Low morale
- Less accountability
- Lackluster training
- Peer pressure overrides leadership (problem seeds are sown)

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SYMPTOMS

In the Administration

Hypocrisy (real and perceived)

Feeling overwhelmed

Broken relationships

Increase in bad PR

Crisis management

Failure to close the loop



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SYMPTOMS

On the Fireground

Increase in close calls
(Do you have a system to identify cc's?)

Increased vehicle accidents


Increased FF injuries

Increased fire losses


Decreased PT care

Ineffective, inefficient and inconsistent operations

Increased firefighter fatalities



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If we fail to address the symptoms, we end up with...

- Two Firefighter/Paramedics having sex in fire ambulance
- Sex in firehouse
- Dog food
- YouTube skits
- Drinking on strike teams
- Two captains counter harassment accusations
- Conjugal visits on duty
- Sex in department offices
- Department re-testing after lieutenant test

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Problems

- We were raised to be reactive
- We were taught to operate in crisis
- We were focused on tasks
- We were mentored by old salts (good and bad)
- We lived in simpler times
- Forgets to get in the way of decisions
- Politics are more important than performance
- No/no leadership training and/or succession planning

We repeat the cycle with the new generation...

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It All Starts with Attitude!!!

- As a leader, your attitude affects your members more than any other factor, including (but not limited to):
 - Budget
 - Management
 - Labor
 - Staffing
 - Call volume
 - Equipment
 - City
 - Covid
 - Election

Umbrella Philosophy

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15

The Company Officer must decide if he is the Supervisor or just another member of the crew...

16

17

18