Just a Couple of Quick Fire Service-Based EMS Tools / Updates Before We Begin
New February 2014

Task Group Included IAFF; Metro Chiefs; IAFC; IFSTA; and CFSI

Section One = Fire Service-Based EMS General Information

Section Two = The Impact of the Federal Patient Protection Affordable Care Act (PPACA) on Fire Service-Based EMS Systems…and Possible Opportunities Presented Within the Act
- Established in 2006

- Steering Committee Consists of Representatives of the IAFF; IAFC; NVFC; CFSI; and the NFPA.

- Steering Committee Co-Chairs: Steve Austin Chief Dennis Compton

- Purpose is to Provide Information and Advocate for Fire Service-Based EMS in Many Ways at Every Opportunity

- Purpose is NOT to Advocate Against other Systems – but rather for FS-Based EMS Systems

- Please Join the FS-Based EMS Advocates by Visiting their Website: www.fireserviceems.com for Instructions
Traditional Fire Department Values Can Set The Stage For Change

By: Chief Dennis Compton
Culture: “the sum total of ways of living built up by a group of human beings and transmitted from one generation to another.”
Is there a single “fire service culture” in place today?

That’s debatable
There are consistent fire service values, but they are not defined or acted out the same way in all fire departments. That influences the differences in culture significantly.
Consistent Fire Department Values:

- Focus on service…saving lives and property
- Strong sense of identity as a firefighter
- Teamwork
- Camaraderie
- Compassion
- Courage
- Acceptance of personal risk
Healthy Definitions of Values

1. *Focus on service...saving lives and property:*

   built on a strong foundation of training, composure, and respect for the entire management and leadership system.
The Fire Service must teach the importance of composure.
The Fire Department Management & Leadership System (Line and Staff)

- Prevention and Investigation (Line)
- Training and Development (Staff)
- Public Affairs; Partnerships; and Politics (Staff)
- Infra-Structure Management (Staff)
- Fire and Life Safety Education (Line)
- Dispatch, Response, and Homeland Security (Line)
- Admin, Fiscal and HR Management; and Internal Relations (Staff)
Healthy Definitions of Values

2. Strong sense of identity as a firefighter:

maintaining a positive, productive, and healthy attachment to the position...never self-aggrandizing, arrogant, or infallible.
Healthy Definitions of Values

3. Teamwork, camaraderie, and compassion:

complemented by effective leadership, supervision, and decision-making.
Healthy Definitions of Values

4. **Courage and acceptance of risk:** acted-out within a **standard risk profile** that factors **potential gain** into strategic, tactical, and **task level decisions.**
Review Your Own Fire Department

- How does your department define and act out the consistent FD values previously identified?

**Consistent Fire Department Values:**

Focus on service...saving lives and property
Strong sense of identity as a firefighter
Teamwork
Camaraderie
Compassion
Courage
Acceptance of personal risk
Review Your Own Fire Department

- Do you have written SOP’s and expectations for behavior and performance? Are they enforced?
- Does the culture embrace a structured health, wellness, and fitness program?
Review Your Own Fire Department

• Are there written guidelines and rules for operating and riding in vehicles…including seatbelt use? Are they enforced?

• Do you use a risk management profile to guide decision-making, strategy development, and tactical commitments?

• Is teamwork valued within your culture and is free-lancing unacceptable?
Review Your Own Fire Department

• Is composure considered an important trait and is psychological and emotional fitness part of training?

• Are all members empowered to bring safety issues to the forefront?

• Are effective leadership and personal accountability viewed as important?
Review Your Own Fire Department

• Is there a process for infusing significant change into the department?

• Do incident reviews result in information exchange and positive change?

Focusing on these organizational keys will have a positive impact on leading the survival culture of your fire department.
Fire Officer Development

A Few Leadership “Rites of Passage”
Lead By Example...Not By Lecturing Others On Behaviors You Won’t Or Can’t Do Yourself
Remember These Three Things:

✦ If you lie, steal, or talk behind other’s backs, people won’t trust you.

✦ If you’re rude or disrespectful towards others, people won’t respect you.

✦ Control your own attitude (first) before you worry about the attitudes of others.
Attitudes are developed over time...they don’t just happen.

Your attitude expresses your manner, disposition, feelings, or position about a particular thing...or life in general.
Controlling your attitude requires a personal commitment.

Your attitude affects others: positive or negative - it’s contagious.
This Discussion Might be Food for Thought Concerning Organizational Development – Change – and Leadership Development in the Future
Books From Dennis Compton

Available Through Fire Protection Publications at Oklahoma State University

• *Progressive Leadership Principles, Concepts and Tools*

• *Mental Aspects of Performance for Firefighters and Fire Officers*
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Book & DVD

Dennis Compton is a nationally recognized trainer and author. He has more than 30 years of combined executive experience as the Fire Chief in Mesa, Arizona and Assistant Fire Chief in Phoenix. Dennis was the Chairman for the Executive Board of the International Fire Service Training Association (IFSTA). He is the current Board of Directors Chairman for the National Fallen Firefighters Foundation.

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