



REDLINE

LEADERSHIP L.L.C.

PROFESSIONAL GROWTH AND DEVELOPMENT COACHING FOR PUBLIC SAFETY LEADERS



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Tip o' the Hat...

Redline Leadership, LLC recently had the privilege to work with Fort Lupton Fire Protection District (Colorado) on professional growth and development for some of their team members. A “Tip-O’- the-Hat!” to the organization and Chief Phil Tiffany for investing in their personnel’s development!! The department is truly prioritizing their most valuable resource and paying it forward for their community!!



Additionally, a “Tip-o’-the-Hat!” to the members who took time to invest in themselves by attending class and the stories of great customer service they shared. This department most certainly seems to be servant to not only their community, but to their peers as well!!

I look forward to getting to know you over the next year!

Accountability....Well, that’s half the story!

“**Responsibility** equals accountability equals **ownership**. And a sense of ownership is the most powerful weapon a team or organization can have.”

-Pat Summit

Accountability.... we all want it. Until we are being held accountable for OUR actions (stings) or must hold another accountable for theirs (uncomfortable). It’s not easy, it isn’t without pain. But accountability is a key to success for every individual and any organization. Even more critical when attempting to garner public trust for our department or organization.

As humans, we need accountability to live by, to grow and be successful. Accountability fits into just about every aspect of our lives from childhood to the day we leave the planet.

But.... Accountability is only half the story. Accountability starts with expectations which may be policies, standards, etc. If the expectation isn’t clearly established prior to attempting to hold one accountable, all you have is conflict. Personal accountability is no different than holding another accountable, with the exception being discipline. You must have a clear picture of what you expect of yourself and then must show great self-discipline to hold yourself accountable when you fall short of your mark.

As a youngster, my parents clearly established expectations for me, from chores around the house to grades in school. My parents then held me accountable for those expectations when they were raising me. If you can appreciate the efforts from these early years and apply this practice to your daily life, you will have a much greater chance at becoming a successful leader.

Leaders fail at accountability for several reasons; lack of courage to have the conversation, lack of clearly established expectations, lack of uniformity with holding others accountable, unrealistic expectations, lack of holding themselves accountable to the standard and more. Once you loosen the standard of accountability, you lose control of your organization as well as respect from your subordinates and the public you serve.

Authored by Tim Walters, Redline Leadership Mentor

Next Month....Expectations!

Why More On Accountability?

This month's page one article, authored by Tim, talks about accountability. If you've been paying attention, you will recognize that I (we) talk about accountability a lot. So why bring it up again? Because a lack of accountability will directly lead to failure of the individual or the organization. Additionally, a lack of accountability can have significant impact on your team in regards to performance, liability, reputation, and resources.

If you're going to take a leadership role, you have to be willing to hold self and others accountable. In taking a leadership role with its associated benefits imparts an obligation on the leader to do the right thing. The Community, organization and all of its members are depending on the leadership to keep the pathway towards success clear. As the lines of accountability are blurred, so too is the pathway or even the picture of what success looks like.

Perspective and Empathy



I wrote this a while ago and posted it on Facebook. Recently, it spoke to me again.

I was looking out the window a couple days ago as I was getting ready for work. Thought it looked pretty nice and I looked at the weather forecast. "Mostly

Cloudy" is what was forecast and I thought to myself, "This looks pretty good for mostly cloudy." As I drove to work, I looked to the east from a new perspective and it looked a little more cloudy. Perspective. But I still thought it looked pretty nice considering. Then I looked a little more closely at one area way east. A lot of clouds and maybe even some rain. For those people, it is 100% cloudy...not even mostly. Perspective.

I try to keep an open mind, listening to the perspective of others, looking from a different view. I think it makes me a better leader. But, even when you look at an issue from someone else's perspective, you truly aren't in their spot. Empathy. Empathy -noun; "the psychological identification with or vicarious experiencing of the feelings, thoughts or attitudes of another." I feel like I am pretty good at empathy but we can always improve. Put yourself in their shoes, not just looking from their perspective, but also how it FEELS from their perspective.

Link of the Month!!

Follow the link below to an article, video or website I found worthy as it challenges our conventional mindset. Let us know what you think!!

["Build A Better Team!"](#)

Want to Guest Author?

Do you have a perspective to share? A lesson that you learned that you feel would benefit others? Perhaps you had an experience that may inspire others to act. Maybe you just need a creative outlet.

Send us a note and let's get your words on paper. I would love to give others an opportunity to share.

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On Track?

ACCOUNTABILITY: adjective:
responsible to somebody or for something.

Are you holding yourself accountable to your personal values or expectations or those of your organization?