



REDLINE

LEADERSHIP L.L.C.

PROFESSIONAL GROWTH AND DEVELOPMENT COACHING FOR PUBLIC SAFETY LEADERS



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Tip o' the Hat...

This month's "Tip o' the Hat" goes out to LaRae Szafraniec, Executive Assistant at Brighton (CO) Fire Rescue District (BFRD) for her work on the "One Step Closer to Home" project she recently helped lead. LaRae was supported by partners Staughton McCann and Madison Patten as well as many other community members.

LaRae has been with the BFRD just over a year and already she stands out as a great contributor. LaRae was recruited to the fire department from her position with the local school district. Chief Garrison was able to see that she had the right values and right behaviors to be a contributing member for the organization.

"One Step Closer to Home" is a program offered to local unhoused individuals wherein they are provided with fresh clothing, a shower, haircut, career counseling, food, ID's, hygiene supplies, etc. This year, with some trepidation, LaRae agreed to help organize and lead the event. And she blew it out of the water!

LaRae brings a tremendous amount of positivity and enthusiasm to her job, wearing a smile nonstop and is still a bit giddy about her enjoyment of working in the fire service. "This (One Step) was one of my greatest experiences this year with Brighton Fire, to stand back and watch and let it Be Good" said LaRae.

Words of Wisdom: **"Be good!!"** Be somebody that brings goodness to everything you do.



LaRae and husband Brent

We Are More Alike Than We Are Different...*Unfortunately.*

I was headed out one afternoon for a windy day dog walk when I crossed paths with a fisherman. We talked briefly about fishing in this little lake, other fishing in the area and such. I noticed he was wearing an City of Imperial (CA) Fire shirt so I asked if he is a firefighter. Of course he is so I tell him I recently retired from the fire service. He puts out his hand for a fist bump and says, "Cut from the same cloth." I have long enjoyed the camaraderie that has gone along with being in the fire service. It is immediately comforting to know that you are with someone likeminded with a shared set of values or experiences.

When I was in my 7th or 8th year of college, I was taking a psychology class where the idea was discussed that we are more similar than we are different. I totally agree and will go a step further to say I believe we seek those that are similar or have similar interests or things in common. Think about going on a first date or striking up a conversation with a stranger. The first few things you will likely talk about is the weather, what you do for work, family, etc.; all things we all have in common. I have long thought it would be interesting to have a party with only firefighters (in red shirts) and law enforcement officers (in blue shirts) in attendance where we could monitor who they connected with to see if they primarily conversed with "their own" people. I believe there would be big chunks of red shirts, big chunks of blue shirts and smaller groups of mixed red and blue shirts. Don't agree? Take a group of your peers and go to a regional class and see how many sit at the lunch table with their group versus walking up to a table of strangers.

If you are going to be a leader in your work, at your place of employment or industry, you must seek those with a different "color shirt." You must seek out those that are different, that have a different set of values, beliefs, and experiences so that you may learn from them. You must broaden your perspective, open your mind to another way. I have seen so many firefighters that go to a class on subject "X" and return "preaching the gospel" of the instructor. When they return to their next conference, they seek out that instructor or another with similar bias. This is how you develop "One trick ponies." 😊

Alike! (continued)

True leaders can call on a variety of experiences, a wide berth of training from different perspectives or knowledge gained through contact with people that are from different backgrounds. They continue to learn, discuss, argue, re-think their values and beliefs as well as putting multiple tools in their tool box which they can use to apply solutions to challenges they face. If you only have a hammer in your tool box, everything looks like a nail.

Challenge yourself. Next time you go to a meeting, a class, lunch or even coffee, step away from your group. Engage with someone besides your regular group. Make it a total stranger. See what is going on in their world. I guarantee you will enrich your life, pick something up from it that will impact your world.

Change Jar



The change jar...where we put our spare change, saving it up, letting it accumulate like an investment, growing over time. Maybe you still have one.. maybe it sits on your dresser, desk or in a closet. You drop some spare coins in, investing, letting it grow and over time it develops into a nice little bonus.

Wouldn't it be something if we could all have a change jar for ourselves. A jar on shelf, our desk or the back of a closet. A jar where we could put stuff in and pull it out different, changed. Maybe sometimes we would put bits of ourselves in to pull out different. Simple as that. Change a habit, develop a skill, gain perspective. But to make the jar work, we need to put something in, to invest. Some of the things we need to put into our jar, to make it work, is awareness, willingness, drive, grace, forgiveness, vision and more.

What do you think you need to put in the jar as an investment to pull out change?

RLL CHALLENGE COINS
COMING SOON!!



On Track?

GROWTH: *noun: the act or process, or a manner of growing, development; gradual increase.*

Where is your GROWTH coming from?
Are you challenging your current self?

College Credit and CEUs for National Fire Academy Courses!!

NFA courses are independently reviewed to ensure academic rigor and integrity. Although NFA is not an accredited institution, the courses you take through NFA may be considered for college credit. Credit transfer policies vary by institution, so you should request a credit evaluation by the institution where you plan to pursue your degree.



NFA application period has changed from twice a year to 4 times per year. Application periods are as follows:

<u>Attendance Months</u>	<u>Application Period</u>
April, May and June	Dec. 15 - Jan. 15
July, August and September	Mar. 15 - April 15
October, November and December	June 15 - July 15
January, February and March	Sept. 15 - Oct. 15

Get started on your National Fire Academy journey soon! If you wait, you will wish you hadn't! If you want to talk about my NFA experiences, please reach out.