



REDLINE

LEADERSHIP L.L.C.

PROFESSIONAL GROWTH AND DEVELOPMENT COACHING FOR PUBLIC SAFETY LEADERS



Issue 31-October 2025

Tip o' the Hat!!

This month's "Tip o' the Hat" goes out to Kevin Broadsword, Redmond (OR) Fire Rescue, for his promotion to Captain! Kevin got his start in the fire service as a Resident Volunteer at Marion County Fire District 1 (Salem) in 2004. He continued his volunteer service at Mohawk Valley Fire and Rescue until 2013 he was hired at Pendleton Fire in 2013. He moved to South Lane County Fire and Rescue in Cottage Grove in 2016 and worked there in Firefighter/Paramedic roles until he hired on at Redmond Fire in 2018. While on his way to a career in the fire service, Kevin worked for multiple ambulance companies as a Paramedic.

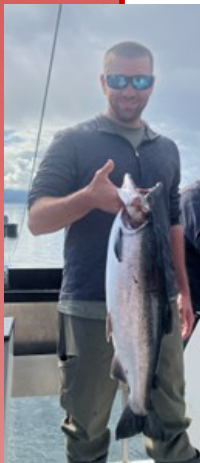
Captain Broadsword holds an A.A.S degree in Emergency Medical Services from Chemeketa Community College in Salem and has also completed a portion of his Fire Science degree.

Kevin is not only a leader on the line, but holds the position of IAFF LocalPresident. I am most confident this role is providing him with new insight and perspective into the labor-management relationship.

Kevin is married and has an 11 year old daughter who loves gymnastics and a 9 year old son that is a multi-sport athlete. In his off time, Kevin enjoys his family but also enjoys getting outdoors to fish and hunt.

Words of Wisdom: When asked for his Words, Captain Broadsword said, "Effective leaders take the time to gather all perspectives before acting. Whether addressing challenges or implementing change, success depends on doing it right, not just getting it done right away."

Congratulations Captain Broadsword on your promotion to Captain!



"Ping Pong!"

Want to land your dream job? Make more money? Get promoted? Just play Ping-Pong!!

I was thinking the other day about ping pong. You see, after our station in Des Moines was remodeled, we moved our pool table into the day room and one of the crew built a topper for it so we could play ping pong. Playing ping pong was an activity that I enjoyed as a youngster in my parent's basement, when it was clean enough to find the table, so when we got a table at the station I didn't hesitate for a moment to hop in and play. And it didn't take but only a moment for me to get schooled. Not only in the art of ping pong, but also in the art of taking a ration of crap from my cohorts.

There was a wide range of ping pong skill and ability on our shift. There was me at one end of the scale, and Scott, Doug or Jed at the other end. Keep in mind we usually had a crew of 4 split between 2 apparatus. The games got fierce; volleys being exchanged both on the table and verbally.

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Retirement!!

"Congratulations Chief Phil Tiffany on your upcoming retirement. Over your 38 years in the Fire Service, you have transitioned Fort Lupton Fire from an all-volunteer organization to a professional department that is highly committed to the community. Every member of your department has you to thank for providing them with the opportunity to serve in a career capacity and your impact on the department and community will carry on forever. Now go out and live the best part!" -K



"Ping Pong!" (cont.)

One day, through a series of unusual events and all of the planets aligning, I won a game. Then another. And yet another. I would never say that I became a "force" at the table but I got to the point I could hold my own on a regular basis. I believe it was during one of these victory celebrations that I realized Jed was "good at everything but losing." Or that might have been during a game of bump; a basketball shooting knock-out game.

Why do you think I got better at ping pong? Was it lessons? Hours of YouTube viewing? Mental imagery practice? E....None of the Above. I got better at ping pong because I played with people that were better than I. Simple as that. The truth was that everyone was better at ping pong than I....at the start.

Maybe you want to get better at your job, a sport or hobby. Perhaps you just want to experience personal growth, go for promotion or change jobs altogether. I would suggest you surround yourself with people that are better than you in the discipline in which you wish to improve. Keep in mind that when you play with people that are better than you, you end up losing. A lot. But taking this course of action will help you grow and the losses will help you remain humble.

As you grow, when you get to the point where you feel like you are the best in your discipline, you have to do a couple things. First, check yourself and honestly evaluate your abilities and if you still feel like you just killing it, the next thing you have to do is make yourself uncomfortable by stepping into a spot where you are again surrounded by people that are better than you. And if you think you are the best in your special space just because you have finished in front of, or have been promoted ahead of, your peers, please humble yourself as there is always something more to learn even in the most unsuspecting places. A wise man once shared a quote with me that went something like this; "One remains young as long as one continues to learn."-Janet Erskine Stuart (Thanks Jeff B. ❤️) -K



On Track?

LEARN: verb: 1) to acquire knowledge of or skill in by study, instruction, or experience.

What are you doing to make sure you continue to **LEARN**?

*"One remains young as long as one continues to learn." -Janet Erskine Stuart
-William Wordsworth*

HURRY!!!

The NFA application process **CLOSES** October 15!!!

Everyone should take a trip to Emmitsburg to experience the Fire Academy. The perspective gained will be most valuable in your personal growth!!

Apply between **September 15 and October 15** for on-campus courses scheduled from **January-March of 2026**.

Follow this link for more information on applying for courses:

[How to apply for a National Fire Academy course](#)

Follow this link for a Course Catalog:

[National Fire Academy Courses \(fema.gov\)](#)

