



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 Todd Williams, South King Fire (WA), for his promotion to Battalion Chief! Todd got his start as a volunteer with Grant County Fire District 5 (Moses Lake, WA) in 1989 while attending Aviation School until he left and moved to King County Fire District 26 in Des Moines (WA) 1991. He did a short stint at Vashon Island Fire until he was hired at Federal Way Fire Department in 2001. In 2006, KCFD 26 and Federal Way Fire merged to form South King Fire & Rescue where Todd progressed through the ranks. He was promoted to Lt. in 2012, and Captain in 2016 and now finds him in the office.

Chief Williams holds an Associate of Fire Science Degree from Olympic College as well as a variety of certificates that includes Officer I and II.

Todd is not only a leader on the line but holds the position of IAFF Local 2024 Vice-President. Additionally, he has held the position of President and Vice-President of the South King Firefighters' Foundation, a non-profit benevolent association providing support to people and programs in need across the community. Chief Williams created the Apparatus Standardization Committee using their change management program, in an attempt to standardize apparatus, equipment and how it is carried. This committee just spec'd a tiller aerial which is scheduled to arrive in the fall in addition to 2 engines and 3 more to be ordered in next couple months.

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"Be Like Lewis and Clark!"

I was working with a client the other day who may have an opportunity to work in a new role; a role that is not only new to this client but new to the organization as well. This person had some trepidation about the role as there is no model, no history to work from. Now understand, this is a very competent, well-developed person that will go far beyond their current role. This is the kind of person that continues to invest in their development to be an effective leader regardless of assignment or role.

As we discussed the opportunity and the questions surrounding it, he stated "I won't have anyone to bounce things off of, to ask questions of." As I listened to his concerns, trying to hear and understand what he felt, I had the ability to empathize as I had been in similar situations in the past. I shared a couple stories of where I had similar opportunities to create something from nothing and what that experience was like. After a few minutes, I told him, "You're like Lewis and Clark." While he contemplated whether or not I was looney, I explained that Lewis and Clark walked across the country, where no-one had traveled before, with no one to ask, but figured it out. That is exactly what being the leader is. Being willing to step out in front, go where no one has gone before, exploring the opportunity. He was able to see the applicability of the metaphor and chuckled a little. Hopefully, he was laughing with me and not at me.

I was sharing this story with my wife a little later as it kind of made me chuckle too. As I was recounting it, she said, "And they had multiple routes because sometimes they failed or needed a plan B." Insert mind blown meme here. Holy cow! She nailed it! She gets it!!

Leadership during the unknown is just like exploring. You can't see the path, you just have to take steps, have a secondary routes and back up plans to get you to your goal. Be like Lewis and Clark....now go get it!

"Tip" (cont.)

Todd is married to retired firefighter, Janet and together, they have a passion for travel and all things 4 legged, as long as it's a dog. Todd considers himself a wine aficionado...I say snob.

Words of Wisdom?....Chief W gave me a few: be a mentor, be responsible for your actions, create a culture of continuous improvement, and my favorite.....do your job and remember it is a privilege to be here

Congratulations Chief Williams on your promotion to Battalion Chief!



Fun Fact: Todd is regularly mistaken for sports announcer Scott Van Pelt! Has even had meals purchased for him by "admiring fans!"

"The 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 the shelf, or 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, pulling them out a little 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 would you put in the jar as an investment?



On Track?

CHANGE: verb: 1) to make the form, nature, content, future course, etc., of (something) different from what it is or from what it would be if left alone. 2) to transform or convert.

How open are you to CHANGE?

M-V-V Helped Put Me in Check!

I was listening to a podcast recently, where the guest was a gentleman that I've coached and consider a friend. In his current role as a Fire Chief, he is absolutely killing it. On this podcast, he was sharing some of the stuff that I've shared with him over the years about Mission, Vision, and Values with the host of the podcast. As I listened, I recognized that I felt a little bit "cheated," that he was getting "credit" from the host for these ideas. I felt like I wanted credit for sharing with him originally. As I reflected on how I was feeling, I recognized that this was simply my ego getting in the way.

Later that day, I reflected on my Mission and Vision for Redline acknowledging that the mission I wrote says "...to help others succeed..." I had to ask myself if I was following my mission to which I answered "yes." He is succeeding and is achieving his goals.

The Vision statement I crafted says "... to create an environment where our mentors feel fulfilled by growing, supporting and helping others meet their goals." I then asked myself if I feel fulfilled by seeing one of the people I have mentored out there in the world achieving their success, to which I also answered "Yes."

I don't need credit. I need to keep my ego in check which I can do by staying true to my Mission, Vision and Values.