



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 Ed DeGagne for what he has done for me. Ed, or Jed as we all knew him, and I worked on shift at King County Fire District 26 in Des Moines when he was hired in the early 1990s. Without knowing it, Jed gave me one of the greatest gifts of all. Let me explain.

It was around 1995 and I was soon to be promoted to Lieutenant. Jed came to me one day and said, "Let's take a class, like maybe tactics." I thought that sounded pretty good so we started looking for one and before you knew it, we were enrolled in a Tactics class taught by a local Fire Chief, Marv Berg. We affectionately called him "Ice."

We dutifully attended the multi-week course and were nearing the end when the instructor offered



applications to receive credit through the local community college. Jed, who was a graduate from the University of Washington, grabbed his application as I skipped it. He asked me, "Aren't you going to apply for credit?" to which I responded, "No, I'll never have a degree, don't need one." Fortunately, Jed had words for me.

I completed that application and many more over the next 10 years that it took me to complete that AA degree. I went on to later complete a Bachelor degree but more importantly, Jed helped me recognize the importance and value of having an education. He helped me recognize that formal education provides you with perspective, creates curiosity, generates reflection and caused critical thinking.

Formal education helped me succeed in my career, helped me challenge the way things were done, and in general, enhanced my quality of life.

The fact that you are reading this today is partially Jed's fault. And for that, I am forever grateful to him! Thank you, Jed! You left an everlasting impression on me!!

"Success...Not The Same for Everybody!!"

Success. Obtaining your goal? Getting that promotion? Achieving superstar status? Meeting the minimum? Success could be all of these depending on who you are, where you are, and why you are. Let me share a little fish story to provide a some context.

My wife and I went back in the hills off McDonald Pass in Montana last year, searching for a spot where the fish hit on every cast. We drove past some waters that consistently produced fish for us in the past in search of something new, unsure of what we would find. We drove some rough roads, deep into some woods and found a tiny bit of water amongst dense trees. We found the kind of place I like to fish but others don't. That makes it less trafficked and often more prolific. I had a good feeling about this.

We got out the Jeep and walked to some water that was pretty open and made a couple casts. Nothing. We walked through some dense trees, downstream maybe about 30 or 40 feet and found some water that was about a foot to a foot and a half deep. It cut underneath a tree and was just the type of water to hold a decent sized fish. Being a sport, I told my

wife to "get on the water first" so that she'd have the best shot at getting something. As The brush here was very dense, she got caught in a tree almost immediately. I helped her clear her fly and she attempted a second cast, quickly getting caught in another bush. The density of the forest was very



frustrating, but she continued to attempt a cast. Soon she had a hit, hooked a fish and successfully landed it. It was a great moment as she overcame immense challenges and challenged herself to perform under tough conditions. Even if she hadn't caught a fish, getting her fly on the water would have been a success in such challenging conditions.

“Success!!” (cont.)

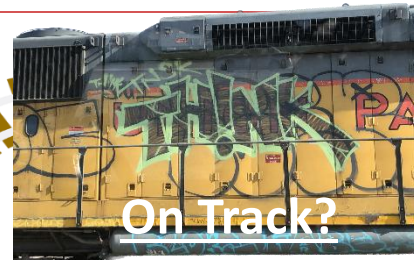
We fished at this spot for a few minutes more and then hopped in the car and went downstream to a spot we fished many times. At this stop, I brought out my fishing stick, but she decided to hunt for rocks. With pretty open conditions and easy casting, I quickly hooked a nice brown trout that I would consider “large” for this water. I landed it successfully, snapped a picture and cast some more. I caught this fish in an area where I fished many times and caught many fish. Not a spot that I would consider “challenging.”

From the photos included, who do you think was more successful? This brings into the conversation how you measure success. If we only consider the size of the fish,



I was more successful. But that is only one metric to consider. As leaders, we need to consider success on an individual basis. How did this individual perform compared to their norm? Did they push themselves to achieve something outside their comfort zone? Were they challenged by the difficulty of the task, overcoming frustration perhaps? Was their growth?

I encourage all leaders to pay attention to their team and recognize success at an individual level. And when you see success, achieving the goal or not, make sure you acknowledge their effort as well because that just might be where the biggest win of all lies.



SUCCESS: *noun: the favorable or prosperous termination of attempts or endeavors; the accomplishment of one's goals.*

Are you recognizing and celebrating SUCCESS that might look different than how you define it?

“Some Days are AMAZING....If Only You Just Knew Where to Look!”

What a day. One morning, while in Colorado for family, I felt like I wanted to do something creative, so I decided to walk to Left Hand Brewing, 2 miles away, to set up shop. I arrived at Left Hand and had a great conversation and horrible miscommunication with the beertender. From that point on, the beer guy and I had great interactions to the point I would even call it a relationship.

A bit later, while sitting at my “desk”, I had a great interaction with a gal who is arranging flowers for a wedding reception being held at my location. She told me about her daughter that wants to move to Montana. From that, I was allowed to have a great conversation with her daughter, who is planning retirement and may relocate as we have. Both interactions were very engaging.

A bit later, a cycling couple walked in and immediately they reminded me of some dear friends of mine, who were (at the time) cycling route 66. Here I sat with them, shared a little bit, took a little bit, and we had a great conversation.

As I was walking home, I crossed paths with a motorist that blocked the sidewalk in front of me, requiring I trek around his vehicle. I gave him a smile, a little nod of my head and a slight laugh. He replied with a giant smile, nod of his head and a silent acknowledgement that he was in the pathway.

None of these interactions would have occurred had I not been open to accepting somebody else at whatever level they wished. Just out here looking, noticing how amazing this day was!