



REDLINE

LEADERSHIP L.L.C.

PROFESSIONAL GROWTH AND DEVELOPMENT COACHING FOR PUBLIC SAFETY LEADERS



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OUR SUCCESS STARTS WITH “WHY”!

TIP O’ THE HAT...

To this “Fired Up Family!”
The McGinnis family is three strong in the fire service....or rather, they were until a couple days ago.

Mom Stephanie was a Battalion Chief at the Port of Seattle Fire Department and retired on the 20th after 26 years.

Dad Merrick was a firefighter at South King Fire & Rescue and retired on the 19th after 24 years.

Daughter Lexi is a firefighter at Renton Fire Department with just over 2 years of service.

Congratulations retirees and thank you to all for being a servant family!



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For this bit, I want to talk about success in 2 realms; “positional” success and “leadership” success. I use the term positional to refer to your success in achieving the rank or role of your desire and leadership success as your ability to lead. While separate terms, they are absolutely connected. And hopefully you have leadership success in your position!

Before we go to far into this topic, let’s look at a couple definitions:

Success: *“the accomplishment of an aim or purpose,”*

Leadership: *“the actions of leading a group of people or an organization.”*

Positional

As we think about positional success, many people believe that because a person achieves a rank or a role, or perhaps takes a promotion to the corner office, they are successful. And if you simply look at the definition of success, that may be correct. But positional success is bigger than just getting the job. To truly be successful in a position, you must have success as a leader. More on that in a minute. Let’s focus on positional success and helping you get that spot you want.

If you want to be successful accomplishing your goal, getting that job, promotion or position, you need to ask yourself a complicated question; “Why?” Often, when I am working with someone to obtain their goal, I will have them write a “Why Me?” paper. If your answer to the question is simply “Because I deserve it,” you sold yourself short. If your answer is “Because I have been here the longest” you probably shouldn’t be reading this. The answer should be something along the lines of “Because I have prepared for the position through my training, education and experience.”

Trying for Promotion?

Call for FREE Consult to see how we can help you succeed!!



U.S. Fire Administration
Working for a fire-safe America

The National Fire Academy application process opens April 15, 2023!!!

Everyone should take a trip to Emmitsburg to experience the Fire Academy. The value in meeting firefighters from across the country can not be overstated. The perspective gained will be most valuable in your personal growth!!

Apply between April 15 and June 15 for on-campus courses scheduled from October 2023 to March 2024.

Follow this link for a Course Catalog:

[National Fire Academy Courses \(fema.gov\)](https://www.fema.gov/national-fire-academy)

"WHY" cont. from page 1

We can talk more another day about how to identify the training, education and experience you should be seeking. To that point, you are the one responsible for your development, for your preparation. It is not the organization's responsibility to offer you everything you need, to cover your shifts for school, to pay your overtime to get ready for your promotion. It is YOUR responsibility to invest in YOUR future. After all, the promotion is not required, it's optional and the payback comes when you achieve your goal.

Leadership

Ok, so you got the job. Congratulations! But the work isn't over. I know many people, of all ranks and roles, that "wear the hat" but their work is sub-par! They have little or no success in their new position because they lack success as a leader. Your success as a LEADER is not determined by your rank or role, it is not determined by your time on the job. It is determined by your effectiveness, your competency, your "Follower-ship", your ability to unite your teammates to create a shared vision and to successfully work towards a common goal from your new position. Success as a leader means doing the "most good for the most people," following the mission and being servant.

(Cont. next column)

Link of the Month!!

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

["Were You Aware...."](#)

"WHY" cont. from previous column.

How do you know if you are successful as a leader, experiencing leadership success? One key ingredient to successful leaders is "self-awareness." Recognizing and acknowledging your successes is ok. Being aware of the areas you struggle with or need improvement is huge. Blindly walking in front of no followers, unaware of your incompetence is not success, it's arrogance. Take a look around; if you don't see a bunch of people lining up to see where you are headed, it might be time to adjust.

YOUR success starts with "WHY." Don't be afraid to ask the question.



On Track?

Have you written out your goals to use as a reminder?

Do you have a written plan to help you achieve your goals?

Both actions will help you be more successful!!