



REDLINE

LEADERSHIP L.L.C.

PROFESSIONAL GROWTH AND DEVELOPMENT COACHING FOR PUBLIC SAFETY LEADERS



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Tip o' the Hat...

To Scott Ervin for a "Job Well Done." Lieutenant Ervin retired from South King Fire & Rescue (SKFR) with 37 years of service.

Scott began his career with King County Fire District 26 in Des Moines (WA) and



joined SKFR with a merger. Scott worked his entire career at Station 26 (now 67) functioning as a SCBA techni-

cian, Marine Pilot, mentor and all around great leader.

To say Scott is an advocate for firefighter health and wellness as well as safety is an understatement. He worked tirelessly providing firefighter self-survival training at the local, regional and state level for many years and even taught other departments how to build their own self-survival props. I believe one of his crowning contributions that changed the fire service is a recommendation for a design change that MSA implemented in their equipment.

Some sage advice I received from Scott this past Saturday at his well attended retirement party was; "If your crew is not performing the way you expect, don't look at the crew. Look in the mirror."

Scott's legacy of service will live on for many years to come not only with the men and women of SKFR, but within the industry itself.

Service Time vs Experience

In the fire service, as with many professions, we are so proud of how long we have been "on the job." Sitting in a classroom, going around the group doing introductions, you regularly get people that are proud to say "I been in 17 years", or "I started in '92" or some other proud declaration. For a while, I was just saying, "I been in more than 6 months" which I felt would be fun when I shared something profound with such little "experience." It was. Although I didn't have anything profound to share.

I regularly work with clients brainstorming some ideas for improvement. Recently I was talking with a leader about some of his experiences as a leader. We were trying to identify how past experiences had prepared him for future roles. I asked how long he had been in the fire service to which he somewhat proudly proclaimed that he had been in for about 20 years. While he had been in service for about 20 years, he never had an employee that required a recommendation for discipline, had never written a performance improvement plan, had never worked a day position, had never worked on policy development, had never had a time loss injury, etc. In short, this "senior member" had spent an entire career, to this point, riding on an engine on shift. Pretty dreamy, right!?

If you are going to seek an advanced position, any position that is elevated from where you are right now, you need to get experiences.

Lots of different experiences. Your preparation for advancement or just for higher perfor-

mance in your current position should be Training, Education and Experience. All of these development actions will, and should, vary depending on the topic.

To identify areas of training, education or experience, look at credentials or certifications in your field and the requisite knowledge or skills you need to meet them. Look at industry standards for specific areas of growth.

Meet with others who have attained the position you desire and see what they have done.

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Service Time vs Experience...cont.

Follow a guide such as the Officer Development Program from the International Association of Fire Chiefs ([IAFC Officer Development Program](#)). Job postings are another place you can go to identify job requirements and develop training or education ideas or plans.

Take a non-traditional position or role in your organization to stretch yourself and learn something new. Watch for opportunities to work on committees or programs in your organization, at the regional level or perhaps even the state level. Take a position as a volunteer in your community to not only learn about leadership but to give something back.

In summary, you can ride your rig and enjoy shift work for your entire career and perhaps you will still attain your goals. But if you want to optimize your success as a leader you must optimize your preparation. Get the training, education and experience that will support your success, not minimally qualify you for the position.

"Reader-ship for Leadership!"

I know a lot of people that read books, articles, blogs, etc. on leadership. Kind of like this one.

The failure I regularly see is when they try to emulate the author. They often come across as artificial or a "poser."

Reading the bit is only part of the story. Reading it, you get information, not necessarily knowledge and certainly not understanding. To do so would take advantage or an experience; perhaps conversation with the author, working with the idea, working under the idea, etc. to understand the true intent.

Take a piece, adjust the idea, make it yours. **Then do it!**

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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!!

**"Seriously? You Must
Be Joking!"**

Challenged? Need Feedback?

Have a Leadership Challenge you would like to share? Need resources to help you solve a problem?

Send us a note and we will get it out there to get you some feedback and different perspectives.

Use the network that we have and that we are developing to help you be more effective in your current role or a future roll. You will be glad you did.

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On Track?

Have you identified and used networking opportunities in your industry?

Have you looked for and used networking opportunities in your community?

Both actions will help you be more successful!!