

Leadership and Management

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NOVA SCOTIA FIREFIGHTERS SCHOOL
FIREFIGHTER TRAINING

Personnel

- Executive Director
- Executive Assistant
- 5 Full Time Instructors
- 2 Registrars
- 3 Maintenance
- 37 Part Time Instructors
- 43 Part Time Assistant Instructors



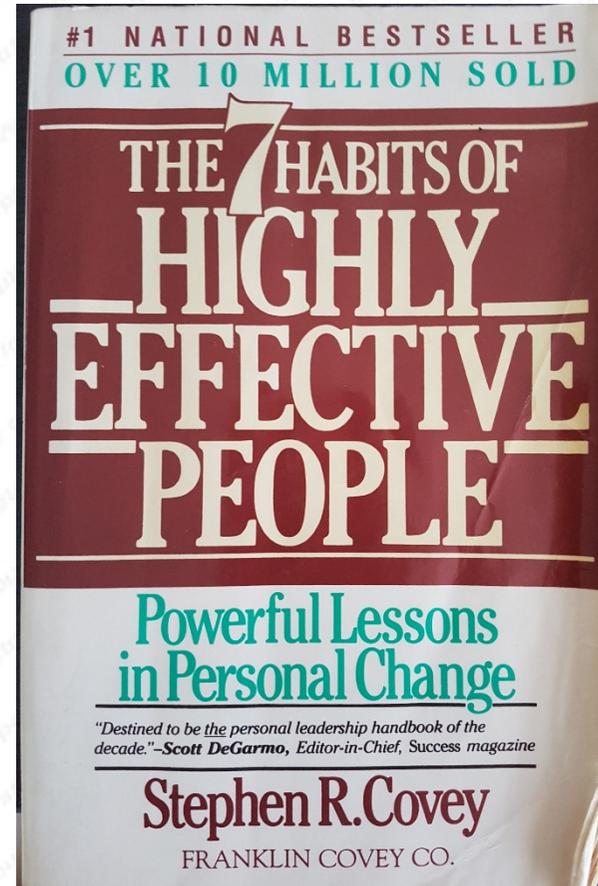
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Facilities



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The Beginning



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Paradigm

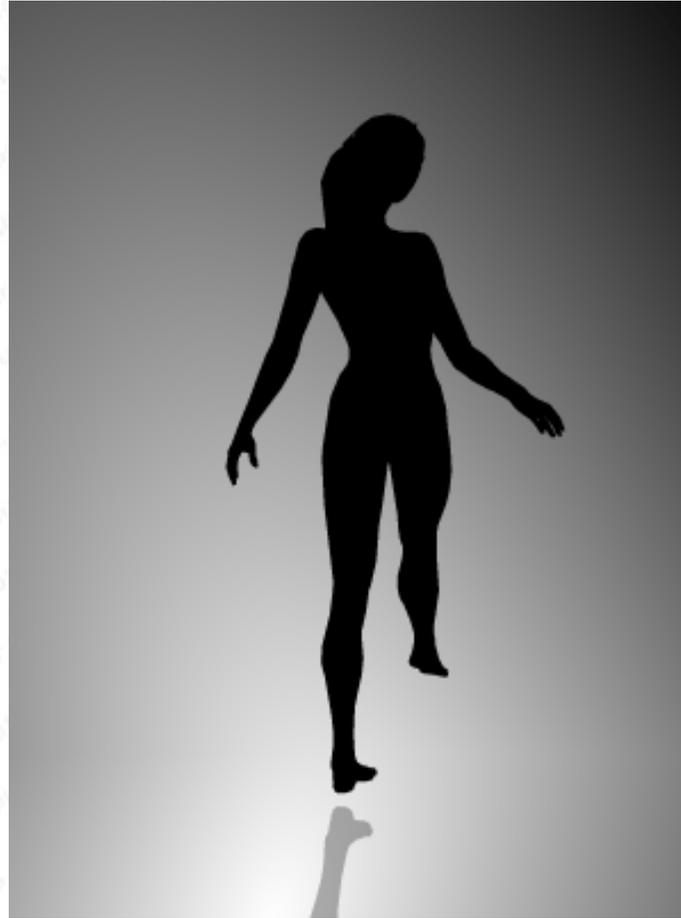
How we see the world

Formed by the lens through which we see it



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Paradigm



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Paradigm Shift



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Leadership and Management

Leadership	Management
Global	Procedure
Directional	Process
Visionary	Coordination
Revolutionary	Discipline
Communication	Communication



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Revolutionary?

https://www.youtube.com/watch?v=wGoM_wVrwng



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Results

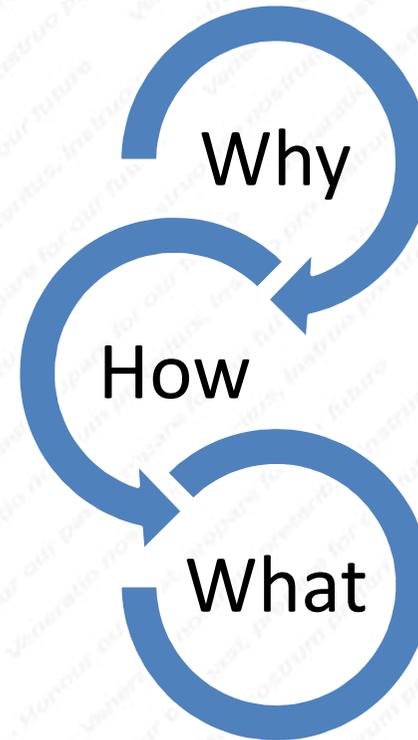
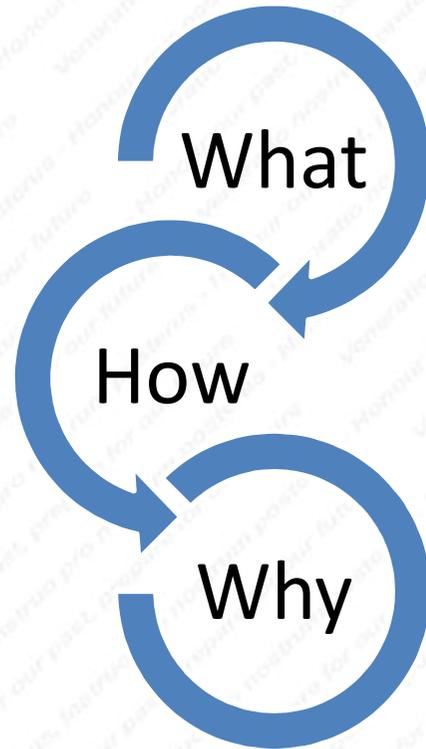
March 1998	\$21.88
October 2011	\$422.24

1930% increase in value
5903 % increase in adj. close



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Different Paradigms



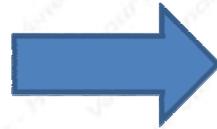
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Daniel Pink – 3 Motivators

Autonomy

Mastery

Purpose



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Autonomy

- Freedom from external control or influence; independence

Oxford Dictionary



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Stewardship Delegation

- What exactly needs to be done
- What resources are available to get it done
- How is success measured



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A tunnel through the jungle



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Result



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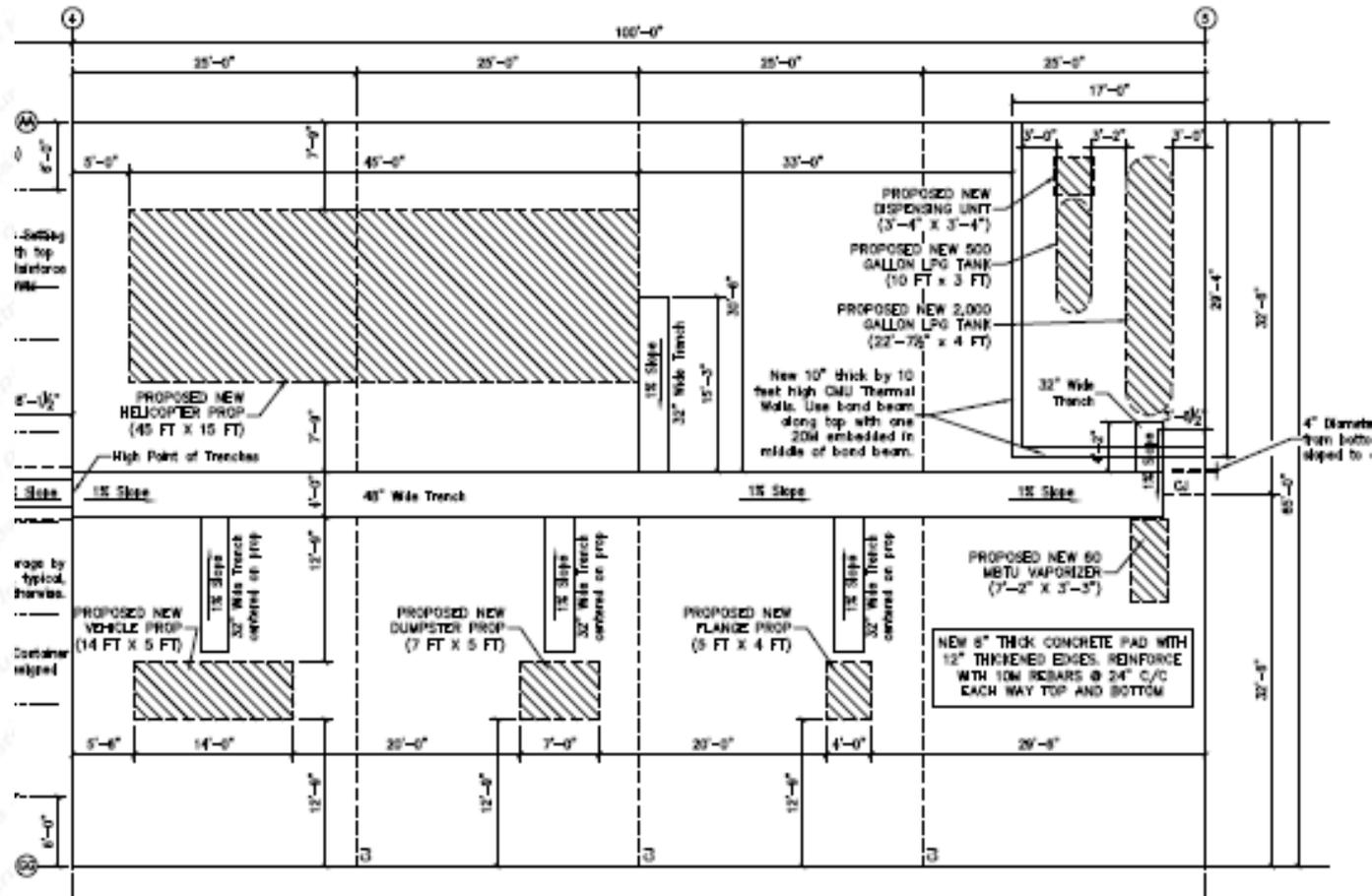
Systems

SMART	RASCI
<ul style="list-style-type: none">- Specific- Measurable- Attainable- Realistic- Timely	<ul style="list-style-type: none">- Responsible- Accountable/Approve- Supportive- Consulted- Implementation



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Specificity



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Measurable

- If specificity is not done correctly, this cannot be done correct.
- Measure against a standard(s)



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Attainable

Does my group possess the skills



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Attainable

Do they have the right tools?



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Attainable Can it be done safely?



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Relevant

Does this contribute to our goals

Does this align with our purpose



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Mastery

Do we really expect mastery?

How do we afford the opportunity for mastery?

Do we encourage/promote mastery?



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Professional Development



Government of Canada
Gouvernement du Canada

MULTI AGENCY RESPONSE



First Responder Training Program

CHEMICAL
BIOLOGICAL
RADIOLOGICAL
NUCLEAR



CBRN

Canada



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Learning Management System

- We can put the onus on learner
- We can measure progress
- We can reward pro-activity



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Mastery what about us?

Are we exhibiting mastery?

Leading by example

Know the walk, walk the walk, teach the walk.

B. Mackenzie



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Purpose

Why do we do what we do

Visionary

Directional

Motivational - Inspirational



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Mission and Vision Statements

Do you have one?

Did you participate in it?

Is it meaningful to you?



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An exercise, or chance to nap



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Conclusion

Create a purposeful vision

Communicate the vision

Empower and enable your people to
correctly execute that vision



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