

20th Annual Fire Leadership Challenge 2011

SCHEDULE OF EVENTS

MONDAY, NOVEMBER 28, 2011

7:30 AM - 8:30 AM
REGISTRATION

Shavano Foyer

Continental Breakfast
Sponsored by *Colorado State Fire Chiefs Association*

Shavano Foyer

8:00 AM - 12:00 PM

Torreys Peak I, II, III & IV

PRE-CONFERENCE:
COMPANY OFFICER LEADERSHIP SYMPOSIUM
- LEVEL II

8:00 AM – 8:15 AM

Welcoming & Introductions

REMINDER: To receive the COLS Certificate, you **MUST** attend ALL 10 sessions.

8:15 AM – 9:30 AM

The ABCs of Officership: Leading with KSAs
Chief Jay Ruoff, Littleton Fire Department and
Captain Kevin Milan, South Metro Fire Rescue

Are your actions as an officer based on tradition and lessons learned passed down from senior officers? Fire Officers have a choice, lead by tradition or the latest leadership trends. Many traditions are positive, while others are outdated and threaten firefighter safety and learning. The challenge of officership today is striking the effective balance between tradition, safety and the ever-changing impact of technology and research on the profession. Through the ABCs, that is Attitudes, Behaviors and Culture, workshop participants practice the Knowledge Skills and Abilities (KSAs) needed in today's fire service.

9:30 AM - 9:45 AM

Shavano Foyer

BREAK

Sponsored by *Colorado State Fire Chiefs Association*

9:45 AM – 11:45 AM

The First Five Minutes. . .The Critical Importance of Effective Size-up, Initial Incident Action Planning and Fireground Communications.

Chief Charles W. Ryan, III

Fairfax County Fire & Rescue (VA)

A common fire service adage is that the first five minutes of any incident often determine how the next several hours will go. With declining numbers of structure fires, there is also the peril of declining performance of effective size-up and initial incident action planning both by company officers and chief officers. In this program, we cover the essential elements of size-up using multi-media examples of each element in a variety of structure/incident types. The program then examines the process and art of fireground decision making. Finally, the importance of effective and efficient fireground communication is discussed.

11:45 AM - 1:00 PM

Shavano Peak

LUNCH – Remember Your LUNCH TICKET!

1:00 PM – 4:30 PM

Crestone Peak III & IV

PRE-CONFERENCE:

Advanced Presentations, Briefings and Facilitations Methodologies.

Todd Manns

This course advances the original premises found in numerous adult instructional methodology courses currently in usage today. In the post 9-11 era, public safety personnel's ability to conduct briefings, facilitate meetings and present high quality curriculum to diverse groups has escalated. Many jurisdictions attempting to fulfill the requirements of the national Fire Protection Association will find great value in this course. These factors are the genesis for the creation of this course. Special Note: The Colorado Division of Fire Safety accepts this course for the required 12 hour methodology Instructor refresher for Fire Instructor I.

1:00 PM – 4:30 PM

Crestone Peak I & II

PRE-CONFERENCE:

Liaison Officer Course

Robert (Bob) Kittridge Kittridge Connection, Inc. & Laura McConnell

The All Hazards Liaison Course will provide the knowledge and skills to become an effective Liaison Officer for incidents and events. This course is designed to provide local and State level emergency responders with a robust understanding of the duties, responsibilities and capabilities of an effective LOFR on an All-Hazards Incident Management Team (AHIMT). Exercises, simulations, discussions, and a final exam enable participants to process and apply their new knowledge.

1:00 PM – 4:15 PM

Torreys Peak I, II, III & IV

**PRE-CONFERENCE:
COMPANY OFFICER LEADERSHIP SYMPOSIUM
– LEVEL II**

1:00 PM – 2:30 PM

***Coaching, Mentoring, and Leading: The Role of the
Responsible Company Officer***

Chief Ted Collas, Colorado Springs Fire Department

When compared against first level supervisors in any other industry, company officers undoubtedly have one of the most difficult jobs around. In one promotion an individual can move from crew member to boss, and inherit all of the responsibility that goes with the position. The fire service is much about teaching the technical aspects of firefighting than we are at teaching the “soft” skills of supervision, but not being proficient in either can put a premature end to an otherwise bright career. In this class students will explore the basics of interpersonal relationships from the perspective of a supervisor. Real life stories and applicable scenarios will enhance the learning experience, and students will leave this class with an understanding and appreciation of the complexity of supervision.

2:30 PM – 2:45 PM

Shavano Foyer

BREAK

Sponsored by *Colorado State Fire Chiefs Association*

2:45 PM – 4:15 PM

***Fighting Fires with Facts:
The Company Officer’s Role***

Paul L. Cooke, Executive Director, CSFCA

The fire service exists in an environment that is constantly changing. More and more, it is not fighting fires as much as it is doing EMS, HazMat, inspections, investigations, prevention and other non-traditional but important tasks which are vital to the community. Balancing limited resources and justifying daily operations and finances in the face of tough economic times is a scenario that every department can relate to. How well a department can do this depends mainly on how well it uses information. At the heart of this is the information collected by the Company Officer at the scene of an incident and reported through NFIRS. Participants will be provided tips for accurate completion of NFIRS modules.

4:15 PM – 4:30 PM

Closing Remarks

TUESDAY, NOVEMBER 29, 2011

7:30 AM-8:30 AM

Shavano Foyer

Continental Breakfast Sponsored by *Colorado State Fire Chiefs Association*

8:00 AM – 12:00 PM

Crestone Peak III & IV

PRE-CONFERENCE:

*Advanced Presentations, Briefings and Facilitations
Methodologies.*

Todd Manns

8:00 AM – 12:00 PM

Crestone Peak I & II

PRE-CONFERENCE:

Liaison Officer Course

Robert (Bob) Kittridge, Kittridge Connection, Inc. & Laura McConnell

8:00 AM-12:00 PM

Torreys Peak I, II, III & IV

PRE-CONFERENCE:

***COMPANY OFFICER LEADERSHIP SYMPOSIUM
– LEVEL II***

8:00 AM – 8:15 AM **Opening Remarks**

8:15 AM – 10:00 AM ***Building Construction & Fire Behavior***
Chief Forest Reeder, Jr., DesPlaines, IL Fire Dept.

In this class, officers and officer candidates will increase their awareness of the hazards of each type of construction along with improved skills in recognizing construction types and materials. This class will feature case study review, video and photo recognition of many types of construction and reviews of how they fall apart during a fire. This is truly life-saving knowledge for all fire service professionals.

10:00 AM - 10:15 AM

Shavano Foyer

BREAK

Sponsored by *Colorado State Fire Chiefs Association*

10:15 AM – 11:45 AM ***Don't Mess With Stress. . .Don't Fool with the Cool***
Tiffany Lipsey, M.Ed, ACSM, Assistant Professor
Dept. of Health & Exercise Science, Colo. State Univ.
Mary E. Makris, NREMT-P, B.S., MPH,
EMS Coordinator, Poudre Fire Authority

Rehabilitation on the fireground continues to be an important part of operations. Heat and cold stress can lead to firefighter disability and death; increase injury potential of crews at scene and decreased effectiveness of crews for the remainder of the shift. This presentation will review the science behind cooling and rehabilitation strategies and provide you with a toolkit of several models that are currently employed.

11:45 AM - 1:00 PM

Shavano Peak

LUNCH – Remember Your LUNCH TICKET!

1:00 PM – 4:30 PM

Crestone Peak III & IV

PRE-CONFERENCE:

Advanced Presentations, Briefings and Facilitations
Methodologies.

Todd Manns

1:00 PM – 4:30 PM

Crestone Peak I & II

PRE-CONFERENCE:

LOFR Course

Robert (Bob) Kittridge, Kittridge Connection, Inc. & Laura McConnell

1:00 PM – 4:15 PM

Torreys Peak I, II, III & IV

PRE-CONFERENCE:

COMPANY OFFICER LEADERSHIP SYMPOSIUM
– LEVEL II

1:00 PM – 2:30 PM

Preparing and Conducting the Post Incident Analysis
Chief Tom DeMint, Poudre Fire Authority

This class prepares students to make critical analysis of incidents to which they have responded. The class demonstrates techniques to conduct these reviews ranging from the tailboard at the incident to large-scale reviews that gather public and political interest. Examples of varying incident reviews will assist the student with conducting their own post incident reviews.

2:30 PM – 2:45 PM

Shavano Peak

BREAK

Sponsored by *Colorado State Fire Chiefs Association*

2:45 PM – 4:15 PM

***Due Process, Freedom of Speech, Invasion of Privacy
---- WHAT?!***

Dino A. Ross, Esq., Michelle B. Ferguson, Esq.

Emily Powell, Esq., Ireland, Stapleton Pryor & Pascoe

Often times, Fire Departments are more limited than private entities in what they can and cannot do. This is especially true with respect to employees. Public employees have protections that private employees do not – a right to due process, protections under the First Amendment, etc. As a result, Fire Departments must be aware of the employee's additional rights and protections and adopt policies designed to address these issues. This seminar will provide an overview of the additional protections afforded public employees and highlight recent cases involving these issues.

4:15 PM – 4:30 PM

Closing Remarks

WEDNESDAY, NOVEMBER 30, 2011

7:00 AM – 7:30 AM
Morning Briefing

Shavano Foyer

7:30 AM - 8:30 AM

Shavano Foyer

Continental Breakfast Sponsored by *Colorado State Fire Chiefs Association*

8:00 AM – 11:30 AM

Crestone Peak III & IV

PRE-CONFERENCE:

***Advanced Presentations, Briefings and Facilitations
Methodologies.***

Todd Manns

8:00 AM – 11:30 AM

Crestone Peak I & II

PRE-CONFERENCE:

Liaison Officer Course

Robert (Bob) Kittridge, Kittridge Connection, Inc. & Laura McConnell

8:00 AM – 11:30 AM

Torreys Peak I, II & III

PRE-CONFERENCE:

***COMPANY OFFICER LEADERSHIP SYMPOSIUM
– LEVEL II***

8:00 AM – 8:15 AM

Opening Remarks

8:15 AM – 9:30 AM

Company Officer as the Trainer

Chief Dave Casey, Seminole Tribe of Florida Fire Rescue

The program reviews the role and importance of the Company Officer in the training process, including determining training needs via informal company/external assessments; developing training/drill objectives; drill safety plans, and delivery techniques to work toward “combat readiness” at the company/station level. Also reviews current training safety issues.

9:30 AM - 9:45 AM

BREAK

Shavano Foyer

Sponsored by *Colorado State Fire Chiefs*

9:30 AM – 11:30 AM

Castle Peak I & II

CSFCA Wildland Fire Section Meeting

9:45 AM – 11:30 AM

***What You Can Learn About People from
Cow-Lessons from the Barnyard***
**Chief Ken Farmer, Prevention & Leadership Section
National Fire Programs, US Fire Administration**

This presentation is a light hearted but serious review of various things that can be learned about people from animals and growing up on a farm. We will discuss and compare the behavior of cows, pigs, chickens, dogs, cats and even goats to people and groups that you must interact with on a daily basis. The intent of the presentation is to get people to think out of the box and realize that not only is there lots of humor in life, but a great many lessons can be learned from watching both people and animals.

10:00 AM - 6:00 PM

Columbine Ballroom

VENDOR SET-UP

1:00 PM – 3:00 PM

Torreys Peak I & II

CSFCA Combination Chiefs Section Meeting

2:00 PM – 5:00 PM

Longs Peak Foyer

REGISTRATION OPEN

4:30 – 7:00 PM

Castle Peak, 2nd Floor

State Fire Chiefs Meeting/Social

**GUEST SPEAKER: *Invitation extended to
Governor John Hickenlooper***

Annual Business Meeting and Election of Officers

THURSDAY, DECEMBER 1, 2011

7:00 AM - 10:00 AM

Longs Peak Foyer

REGISTRATION

7:00 AM – 8:00 AM

Columbine Ballroom

Continental Breakfast Sponsored by *Colorado State Fire Chiefs Association*

7:00 AM – 8:00 AM

Columbine Ballroom

VENDOR EXHIBITS

7:45 AM - 8:00 AM

Colorado Rockies Ballroom

WELCOME & INTRODUCTION

Steve Pischke, President
Colorado State Fire Chiefs Association

8:00 AM - 9:30 AM

Colorado Rockies Ballroom

GENERAL SESSION

Sponsored by Shur Sales

***In Times of Crisis – To Exercise Leadership,
Authority or Both?***

Chuck Burkell, Burkell & Associates

Emergent problems which are serious in nature often have no immediate resolution. Those in peril, who are affected, hope and often expect someone in authority to resolve the problem and make their pain disappear. Often this is not possible. When solutions do emerge and discomfort recedes, those affected often feel that leadership has been demonstrated. Is this an accurate assumption? Or have those in authority simply done what they were supposed to do? Therefore, what competencies are required of responsible figures when confronted with the need to exercise their authority and sometimes leadership in situations and events that are emergency, serious in nature, and have significant consequences for others? This keynote presentation will provide a number of examples that illustrate these characteristics; importantly identifying critical competencies; and offering recommendations for both contemplation and consideration.

9:30 AM - 10:30 AM

Columbine Ballroom

BREAK & VENDOR EXHIBITS

Sponsored by _____

10:30 AM - 12:00 Noon

CONCURRENT SESSIONS

Torreys Peak I & II

The Art or Miscommunication

Chief Dave Casey, Seminole Tribe of Florida Fire Rescue

A frequently humorous review of common verbal, electronic and written miscommunications and the issues created by those mistakes including errors, confusion, hard feelings, and in the fire service that can even result in injury or death. Includes how to avoid the mistakes discussed, and how to improve overall interpersonal communications.

Torreys Peak III & IV

Leadership in Crisis Situations:

Five Critical Skills for Success

Garry Briese, Local Program Integrator, WARRP

We often hear comments like, “You don’t want to be exchanging business cards at the scene of a disaster” but then no one addresses what that really means and what techniques you can use before these incidents and in your day-to-day work to insure success. This unique presentation presents examples of both successful and less-than-successful leader experiences in crisis situations. Five critical leadership skills will be highlighted that, if applied, will provide the greatest opportunity for success.

Crestone Peak I & II

Creating health & Fitness Programs and Making Them Work for You

**Tiffany Lipsey, M.Ed., ACSM Clinical Exercise Specialist
Asst. Director, Human Performance Clinical/Research Lab
Colorado State University**

Well-designed health and fitness programs can have significant and lasting positive impact on fire departments and other operations. Benefits can include reduction in health care costs for chronic illnesses and occupational injury and illness. This session will present how to initiate and build a successful program and how to maintain it once established. Additionally, we will review successful models in use in Colorado fire departments including in-house testing and the use of peer fitness trainers.

Crestone Peak III & IV

Ethics 101 – What Every Leader Needs to Know

Kevin L. Hammons, President, Revelations, Inc.

The discussion is a study and evaluation of human conduct in the light of moral principles. Moral principles may be viewed either as the standard of conduct that individuals have constructed for themselves or as the body of obligations and duties that a particular society, discipline or association requires of its members. Specifically, the course will offer a practical way to evaluate and respond to the ethical minefield that confronts leaders in their public and private lives.

Castle Peak I & II

***Legal Aspects of Leadership vs. Crisis Management
(Or a Code Weenie, a Hose Jockey & a Lawyer....)***

Chief Doug Hall, City of Westminster

Fire Marshal Brett Lacey, City of Colorado Springs

Kristen Hoffecker, Esq., Hoffecker & Curtis, LLP

This presentation will be geared for the “every person” in the fire business of fire enforcement. It will be a panel discussion focused on the tension between fire prevention and fire enforcement with an eye towards how these two branches within a fire department can collaborate to create an organizational environment required for success during daily operations and emergencies. Topics will include the impact of the economy, company inspections, and the leadership required to maximize fire prevention and crisis management. Ms. Hoffecker will moderate the discussion and will discuss recent case law, the Governmental Immunity Act and other legal issues that impact both fire prevention and crisis management.

Castle Peak III & IV

C-READY CAMPS – A New Means of Recruitment

Mary Jean Erschen, RN, BSN, Executive Director

Center for School, Youth & Citizen Preparedness

C-READY is an adaptation of the successful and nationally recognized Wisconsin READY Camp experience, brought to Colorado by the same people that developed and implemented it. C-READY will expand upon the Disaster Ready Training that has already been implemented by the Governor’s Office of Homeland Security and Ready Colorado for middle and high school students. Youth of all ages can be involved in school safety efforts, thus contributing to positive community efforts. Some examples of youth preparedness programs will be highlighted.

12:00 Noon - 1:00 PM

Columbine Ballroom

LUNCH – Remember Name Tag/Lunch Ticket!

12:00 Noon - 1:00 PM

Columbine Ballroom

VENDOR EXHIBITS

1:00 - 2:30 PM

CONCURRENT SESSIONS

Torreys Peak I & II

How Would Andy Handle It? =

Lessons Learned from Mayberry

Chief Ken Farmer, Prevention & Leadership Section

National Fire Programs, US Fire Administration

This presentation focuses on simple but important life lessons that can be learned from the Andy Griffith Show in the 1960’s-1970. We use clips from the show to discuss and show various realistic personal and personnel situations can be handled with fairness and common human needs in the manner and method that the show most often portrayed. The lecture brings in humor, people and collecting good information prior to making your final decision into practical situations.

Torreys Peak III & IV

Fire-Based EMS: Avoiding a Future Flashover

Mike McEvoy, PhD, NRP, RN, CCRN

EMS Coordinator – Saratoga County, NY

Fire-based EMS is at a critical crossroad; your ability to navigate the next few years will make or break your department. This presentation examines the rapidly evolving changes in EMS, key issues of staffing and competency, de-emphasis on response times, physician involvement in operations, liability and lawsuits, and duties of the Fire chief. Make no mistake about it: Fire-based EMS is under attack by commercial providers, some also have their eyes on firefighting. This session will outline what you need to do and what tools your EMS officers need to stay on top of their game.

Crestone Peak I & II

The Shifting Sands of Social Media: Exploring the Intersection of Employer and Employee's Rights

Dino A. Ross, Esq., Michelle B. Ferguson, Esq.

Emily J. Powell, Esq., Ireland, Stapleton, Pryor & Pascoe

Social media is seeping into every aspect of the employment relationship and employers must be prepared to address the issues it creates in the workplace. Employers, trying to manage their public image, limit the ability of employees to post pictures of themselves in logo-wear, blog about the workplace and generally share too much information. Employees, within their rights to discuss the terms and conditions of their employment, discuss wages and other issues, but then are disciplined because of it. Courts have provided some guidance in this area, but new opinions are being issued routinely that change the legal landscape and place limitations on the employer. Attendees will learn how social media is affecting the workplace and the best practices for recognizing social media issues, crafting appropriate social media policies, and handling public employees who have gone too far.

Crestone Peak III & IV

Getting the Most Out of your Assessment Center

Jerrod Vanlandingham & Micah Holmes, Partners

Vanlandingham & Holmes Consulting, LLC

In a 25-year long study described in "First Break All the Rules" the Gallup Organization found that the most important factor for an employee's job satisfaction was the relationship with his immediate manager. Incredibly, these employee/manager relationships hold more importance than company policies, benefits, and even pay. For this reason the promotion of the most excellent leaders is essential in the lasting legacy and further growth of an organization. This dynamically interactive class is designed to give fire service professionals the knowledge and tools necessary to maximize their promotional assessment center. This class will give the fire service professional opportunities to get hands on training while developing various components of the assessment center and participating in a small group setting.

Castle Peak I & II

***Tools to Move Board Members to be Strategic
Versus Tactical (Operational)***

Christina Z. Griggs, President, Gemsbok Consulting, Inc.

Every fire leader has experienced the Board member that will spend 45 minutes during a board meeting questioning a \$200 check and not discussing a multi-thousand dollar purchase that is a directional change for the organization. For the Fire Leader it is extremely frustrating, but for the Board member, it's the only think they know to do to uphold their fiduciary responsibility. In this session participants will be provided with examples of performance metrics and how to customize these metrics to their individual department. Participants will also be given examples of how to use these metrics to move Board members into a more strategic role.

2:30 PM - 3:00 PM

Longs Peak Foyer

BREAK & VENDOR EXHIBITS

Sponsored by *Colorado State Training Officers*

3:00 PM – 5:00 PM

Colorado Rockies Ballroom

GENERAL SESSION

Sponsored by COCAT

COCAT is a licensed general contractor with emphasis on restoration. They provide immediate peace of mind in any catastrophic event; whether fire, flood, mold or environmental. Their certified staff is ready to assist 24 hours per day.

The Spirit of Adventure

Brian O'Malley

For over 25 years, Brian O'Malley's multi-media presentations have entertained and inspired audiences around the world. Using a powerful mix of photography, music and personal experience, Brian touches the human spirit and illustrates the importance of living life to its fullest! His experience combines 20+ years of in-field emergency service, together with 15 years of external business leadership development. Stories fueled by his career experience as an expedition leader, Paramedic/Firefighter, Police Officer, SWAT Team Officer and Wish-Grantor; Brian will take you on the journey that will inspire you to face your own personal and professional Mt. Everest!

5:00 PM - 7:00 PM

Columbine Ballroom

VENDOR EXHIBITS

VENDOR SPONSORED MIXER & DRAWING

Dinner – On Your Own. Ask for Dining Guide at Registration Desk if you need a restaurant recommendation.

FRIDAY, DECEMBER 2, 2011

7:00 AM - 8:00 AM

Longs Peak Foyer

REGISTRATION

7:00 AM - 8:00 AM

Columbine Ballroom

Continental Breakfast Sponsored by *Colorado State Fire Chiefs Association*

7:30 AM - 8:00 AM

Columbine Ballroom

VENDOR EXHIBITS

8:00 AM - 11:30 AM

Belvedere Boardroom – 3rd Floor

CSFCA Volunteer Chiefs Section Meeting

8:00 AM - 9:30 AM

CONCURRENT SESSIONS

Torreys Peak I & II

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National Fire Programs, US Fire Administration

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Torreys Peak III & IV

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Crestone Peak III & IV

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Longs Peak Foyer

BREAK & VENDOR EXHIBITS

Sponsored by _____

10:00 AM - 11:30 AM CONCURRENT SESSIONS

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Crestone Peak I & II

***Creating health & Fitness Programs and
Making Them Work for You***

**Tiffany Lipsey, M.Ed., ACSM Clinical Exercise Specialist
Asst. Director, Human Performance Clinical/Research Lab
Colorado State University**

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Kristen Hoffecker, Esq., Hoffecker & Curtis, LLP

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Castle Peak III & IV

C-READY CAMPS – A New Means of Recruitment

Mary Jean Erschen, RN, BSN, Executive Director

Center for School, Youth & Citizen Preparedness

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11:30 AM – 12:30 PM

Columbine Ballroom

LUNCH – Remember Your Name Tag/Lunch Ticket!

11:30 AM – 12:30 PM

Columbine Ballroom

VENDOR EXHIBITS

12:30 PM – 2:30 PM

Columbine Ballroom

GENERAL SESSION

Sponsored by Colorado Division of Fire Safety

INSPIRE INTEGRITY

**Corey Ciocchetti, Professor of Business Ethics,
Daniels College of Business, University of Denver, CO**

This discussion encourages people of all ages to chase the truly important things in life such as solid character, strong personal relationships and a sense of contentment. These “real rabbits” are compared and contrasted to worldly types of success such as excessive wealth, popularity and prestige. Audience members leave with a better sense of what it takes to develop character, set priorities and gain a big-picture perspective.

2:30 PM - 2:45 PM

Columbine Ballroom

GRAND PRIZE DRAWING – Vendor Donated

**THANK YOU FOR ATTENDING THE 2011
FIRE LEADERSHIP CHALLENGE**

***WE APPRECIATE YOUR SUPPORT
SEE YOU NEXT YEAR!
November 28, 29 & 30***