

# Colorado State Fire Chiefs' Association

## *Mentoring: Leaders Helping Leaders*

Few events in the life of a public safety agency are as critical, as visible, or as stressful as a change in leadership. The eyes of every employee, citizen, partner, and person on the governing body are focused on the new chief. How this event is managed reveals the character and effectiveness of the leader, the organization and its people. Newly appointed leaders should move into the position with a strategy for capturing the promise and energy of a new beginning.

Leadership transition is a critical process for the chief and the agency. By implementing a new chiefs mentoring process, leaders will ensure a successful transition and develop skills and adaptive cultures necessary for long-term effectiveness. Mentor chiefs can assist new chiefs in their transition by sharing their skills and experience. The topics for this one-day training include:

- What is mentoring?
- The history of mentoring and examples of effective mentoring relationships.
- Identify mentoring program goals and challenges.
- Recognize benefits of a new chief mentoring program for the Colorado Fire Chiefs Association and its members.
- Characteristics of effective mentors. Defining behaviors that demonstrate these characteristics.
- Tips to enhance the mentoring experience.
- Benefits for new chiefs and defining their responsibilities.

**When:** April 7, 2008 (Check in at 8:00 AM; Training Starts at 8:30 AM)

**Location:** South Metro Fire Headquarters, Lower Level Training Room  
9195 East Mineral Avenue; Centennial, CO

**Cost:** \$100.00

**To Register:** Complete the attached registration form and mail or fax. Class size is limited to 30 participants.

### About the Presenters

**April H. Kranda** is a national and international instructor on recruiting, mentoring and retention of public safety personnel. Ms. Kranda retired at the rank of Lieutenant from the Fairfax County Police Department in Virginia after twenty years of service. In 2006 Ms. Kranda collaborated with the California Association of Fire Chiefs and offered mentor training that assisted in launching their new fire chiefs mentoring program, a nationally recognized program. As a consultant to the International Association of Chiefs of Police, Ms. Kranda assisted in the development of the IACP New Police Chief Mentoring Project.

**Marc A. Revere** EFO, CFO, CFC is currently serving as the fire chief of the Novato Fire Protection District in Marin County California. During his 31-year fire service career Chief Revere served as Fire Chief of Mountain View and Monterey Park, Captain and Training Officer of Carlsbad Fire Department. Chief Revere holds a BA from University of Redlands in Management, Certificate in Fire Protection Administration from San Diego State University, Chief Fire Officer designation by the Commission on Professional Accreditation, Executive Fire Officer graduate thru the National Fire Academy and a California State Fire Marshal Certified Fire Chief. Chief Revere is a former President of the California Fire Chief's Association, Santa Clara County Fire Chief's Association, and Los Angeles County Area C Fire Chief's Association. Past President Southern California Training Officers Association, San Diego County Training Officers Association, created and past chair of the California Professional Development Committee and serves on the Professional Development Committee for the International Association of Fire Chiefs.

**Christopher P. Riley**, MS, CFO, Fire Chief, City of Pueblo (CO) Fire Department began his fire service career in Southern California in 1981 and worked his way through the ranks to Chief Officer. In September 2006, he was appointed as Fire Chief with the City of Pueblo, CO. Riley now serves on the CSFCA Board of Directors as Regional Representative for Colorado's South Region. In this capacity, he is committed to strengthening the fire chief's organizations in the Region and throughout the State. Chief Riley earned his Masters degree in Emergency Services Administration, graduating with honors from California State University, Long Beach. He holds a Bachelor degree in Vocation Education and an Associate of Science degree in Fire Science. In 2004, Riley attained the distinguished Chief Fire Officer Designation through the Commission on Fire Accreditation International and received his 2nd CFO Redesignation in 2007. Chief Riley serves on the IAFC Professional Development Committee and co-developed the Fire Chief Mentor Program which was introduced at the 2006 Fire Rescue International Conference in Dallas, TX.



