Small Community Managers
“Grow Your Own”

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#ICMA2018
Objectives

• USFA as a resource.
• Executive Fire Officer Program as a resource.
• Managing Officer Program as a resource.
• What do you want in your fire chief?
Is this another 
Death by PowerPoint??

[Image of people sleeping in a meeting]

FEMA | U.S. Fire Administration
All National Fire Academy Programs

We Pay:
• Tuition.
• Lodging.
• Round-trip travel stipend.

You Pay:
• Salary and benefits.
• Backfill (if necessary).
• Travel to nearest commercial airport.
National Fire Academy Outreach

• Off-Campus Deliveries
  – 2- and 6-day classes.
  – Delivered locally in cooperation with State Fire Service Training Agency.

• Electronic Deliveries
  – Stand-alone self study.
  – Mediated online courses.
CHIEF FIREFIGHTER?
COMMUNITY RISK MANAGER?
DEPARTMENT CHIEF?
National Fire Academy – Executive Fire Officer

FIRE CHIEF

CHIEF FIREFIGHTER?

COMMUNITY RISK MANAGER?

DEPARTMENT CHIEF?
MEMBER OF YOUR MANAGEMENT TEAM
National Fire Academy – Executive Fire Officer

FIRE CHIEF

CHIEF FIREFIGHTER?
COMMUNITY RISK MANAGER?
DEPARTMENT CHIEF?
KEY MEMBER OF YOUR MANAGEMENT TEAM?
National Fire Academy – Executive Fire Officer

History:
• Originated in 1986.
• 4,000 graduates.
• Original intent.
  – Higher education — professional development.
  – Create a body of literature.
National Fire Academy – Executive Fire Officer

Selection Criteria

• 4-year degree from accredited college or university.
  – Most students already hold a master’s degree.
  – Aligns with Chief Fire Officer Designation criteria.

• Oral and written communication skills

• Endorsement from City Manager.
  – 4-year commitment to resident classes.
  – Commitment to Applied Research Projects.
  -- Many become presenters at national conferences.
National Fire Academy – Executive Fire Officer

Current Status

- Graduate-level accreditation.
- Transfer to 100-plus universities.
National Fire Academy – Executive Fire Officer

Current Curriculum
- 4-year experience.
- 2 weeks per year in residence for four years.
- Applied Research.
- Internationally recognized.
National Fire Academy – Executive Fire Officer

• Executive Development.
• Executive Analysis of Community Risk Reduction.
• Executive Analysis of Fire Service Operations in Emergency Management.
• Executive Leadership.
Executive Development

- Research methods.
- Data-driven decision-making.
- Self-awareness.
- Adaptive leadership.
- Leadership versus authority.
- Coaching and mentoring.
Executive Analysis of Community Risk Reduction

- Develop a strategic risk analysis for the community.
- Develop a risk-reduction plan for the community.
- Apply leadership for implementing the risk-reduction plan.
- Develop and implement an evaluation strategy.
Executive Analysis of Fire Service Operations in Emergency Management

- Develop expertise in the National Incident Management System.
- Perform vulnerability and damage assessments.
- Describe Stafford Act responsibilities in catastrophic events.
- Apply NIMS to a large, complex incident.
Executive Leadership

• Identify benefits of self-analysis and reflection.
• Assess leadership opportunities in the organization and culture.
• Evaluate strategies for work-life balance and life stage transitions.
• Distinguish influence and persuasion.
• Analyze politics in formation of public policy.
• Battlefield leadership analysis.
National Fire Academy - Managing Office Program

• First-level officers and supervisors.
• Prerequisite: associate’s degree.
• Two 2-week experiences (plus four local weekend courses).
• Jump on the bachelor’s degree.
  – Employee health and safety.
  – Data-driven decisions.
  – Community-risk management.
  – Modern training techniques.
EFOP Future:
• Perhaps different research requirements.
• Perhaps different course requirements.

What do YOU want in YOUR Fire Service Leaders?