

# **THE JUNIOR OFFICER EMERGENCY SERVICES LEADERSHIP PROGRAM**

March 23 24 and 25 2012

## **Program Topics**

### **Friday Evening**

Alan Baldwin 6pm to 7:45pm  
Now I am An Officer, What do I do?

Bill Jenaway 8pm to 9:15 pm  
Role of the organization  
    Mission/Vision and its use  
    Mapping your future - Trends of tomorrow  
    Understanding your Strategic Plan  
    Implementing your Standard of Cover

### **Saturday**

John Senft 8:30AM to 10:20  
Role of the first level supervisor  
Leadership Workshop  
    What works well in your firehouse, what doesn't, why  
    Bottom-up/Top-down, why, how  
    Moving from peer, to become an officer  
    Recognizing and Avoiding Favoritism  
    Leadership Styles/Team Building Exercise  
    Interpersonal skills

Becoming a Leader

Don Konkle and Bill Jenaway 10:30am to 12:00pm

    Delegation techniques  
    Project Management techniques

Situational Leadership

Cumberland Valley Fireman's Association 12:45pm to 2:30pm

Reputational Management (t-shirt article)

- Cheating on Qualifying Exam
- Firefighter Arson
- Theft of Organizational Funds
- Misuse of Department Equipment
- Misuse of Department Facilities
- Social Media
- Alcohol Use
- Substance Abuse by Members
- Harassment & Discrimination

Influencing and Effecting Change

John Senft 2:40pm to 4:20pm

- Setting Expectations
- Progressive Discipline

Bill Jenaway 4:30pm to 5:30pm

PIO/Communications/Crisis Management

- Telling your story

Social Hour 6:15 pm

**Sunday**

Politics 101 – working with local elected officials

Don Konkle 8:45am to 10:00am

- Building Internal/External Relationships
- Compromise
- Funding

Human Resources

John Senft 10:10 to 11:30

- Mentoring
- Setting up and delivering quality training
- Education/Certification/Professionalism
- Retention and Recruitment

Bill Jenaway 11:30 12:30 pm

Taking It Home – Growing Your Organization