

Firetown Fire Department Leadership Values and Principles

Purpose

Be proficient in your job, both technically and as a leader.

- Take charge when in charge.
- Adhere to a professional standard.
- Develop a plan to accomplish given objectives in a timely fashion.

Make sound and timely decisions.

- Maintain situation awareness in order to anticipate needed actions as a risk manager.
- Develop contingencies and consider consequences.
- Improvise within the commander's intent to handle a rapidly changing environment.

Ensure that tasks are understood, supervised, and accomplished.

- Issue clear instructions with defined expectations.
- Observe and assess actions in progress without micro-managing, offer assistance and guidance.
- Use positive feedback to modify duties, tasks and assignments when appropriate.

Develop your personnel for the future.

- Clearly state expectations and benchmarks.
- Delegate those tasks that you are not required to do personally.
- Consider individual skill levels and development needs when assigning tasks.

Respect

Know your personnel and look out for their well being.

- Put the safety of your personnel above all other objectives.
- Take care of your personnel's needs both physical and emotional.
- Identify and resolve conflicts between individuals on the team.

Keep your personnel and your supervisor informed.

- Provide accurate and timely exchange of information.
- Give the reason (intent) for assignments and tasks.
- Make yourself available to answer questions at appropriate times.

Build the team with cohesion in mind.

- Conduct frequent debriefings with your personnel to identify lessons learned.
- Recognize individual and team accomplishments and reward them appropriately.
- Apply discipline with fairness and equality.

Employ your personnel in accordance with their capabilities.

- Observe human behavior as well as fire behavior.
- Provide early warning to subordinates of tasks they will be responsible for.
- Consider team experience, fatigue and physical limitations when accepting assignments.

Integrity

Know yourself and seek improvement.

- Know the strengths/weaknesses in your personal character and skill level.
- Ask questions of peers and superiors and make note of those comments.
- Actively listen to feedback from subordinates.

Seek responsibility and accept responsibility for your actions.

- Accept full responsibility for and correct poor team performance.
- Credit subordinates for good performance.
- Keep your superiors informed at all times.

Set the example.

- Share the hazards and hardships with your subordinates.
- Don't show discouragement when facing set backs.
- Choose the difficult right over the easy wrong.