



COURSE INFORMATION



BUDGETING FOR FIRE SERVICE LEADERS

This course is designed for individuals responsible for the department budget or those hoping to gain knowledge of this aspect of administrative duties. It is geared to fire chiefs or senior-level staff who have to balance the department's mission with the political realities surrounding them in the real world. The class is designed to be driven in a direction based on the attendees and their department styles.



PERFORMANCE EVALUATIONS

Evaluating personnel against realistic standards developed from up-to-date job descriptions is crucial for fostering professional development and correcting behavior. This process is designed to provide an understanding for developing a robust performance evaluation program or reenergizing a current one. Participants will gain an understanding of how performance evaluations can impact professional development and discipline. This class is a precursor to the Disciplinary Action class.



DISCIPLINARY ACTION

Discipline in the fire service can be tricky. Line personnel, mid-level officers, and chief officers can all be subject to violating rules, policies, operational procedures, laws, and other regulations. This course is designed to create a deeper understanding of how discipline can and should be used to effect change in behavior. It will also delve into the worst-case scenario of employee termination and the common pitfalls associated with it.



INFORMAL LEADERSHIP

Within the typical organizational chart, informal leaders do not have a designated position or formal title, and they can influence the culture of an organization in a positive manner. This class will explore the traits of an informal leader and provide the tools to guide participants on how to apply these traits so informal leaders can positively influence an organization. This class benefits volunteer, combination, or career departments because informal leadership can foster an organization's culture by providing "bugle-less" leadership in a positive direction.