

Preparing Your Replacement

The job (and the rank) doesn't last forever. At some point, you must pass the baton. Developing and implementing a realistic succession plan is the key to smooth transition, uninterrupted service to the community and your positive legacy. The program starts with a brief SWOT analysis of yourself and potential candidates. Then building upon that activity, participants will develop a leadership transition plan ensuring a smooth, effective change of command. Based on several programs (Certified Public Manager[®], National Fire Academy *Leadership in Supervision*, National Fire Academy *Executive Fire Officer*) Topics covered:

- Drawing a roadmap with the destination first.
- Planning a party not a funeral.
- Remember; you're just renting the collar brass.
- When succession occurs abruptly following a tragedy.

Instructor – Frank Montes de Oca

Frank Montes de Oca is the former Emergency Services Director for Orange County, North Carolina and previously served as the Fire Chief and Emergency Services Director for Osceola County, Florida, providing leadership for an all-hazard fire and emergency services department protecting 1,500 square miles from 16 stations. He retired from the Orange County Fire Rescue Division in Orlando, Florida with assignments as the Chief of EMS, Bureau Commander for Safety and Training, and a senior field command officer of a department protecting 1,000 square miles from 30 stations. Following his retirement, Chief Montes de Oca served as the Fire Chief in Springfield, Ohio. He is a Florida Level III Instructor, an adjunct instructor for the National Fire Academy and several colleges and academies throughout the southeast. His focus is firefighter safety and survival, incident command, risk management, crisis mitigation, and leadership development.