31. Building The 'WE' In Your Fire Department

Lead Instructor: Tim Holman

In today's rapidly changing environment, the fire service must be adaptable, innovative, and resilient to survive. One key factor in achieving these qualities is fostering high-performing teams from the top of your department down. Research emphasizes the vital role that cohesive, well-developed teams play in driving a department's success, both on and off the fire scene. When fire departments invest in team development at all levels, they create high-performing teams that achieve results that take the department to a whole new level in performance. It builds relationships and enhances recruitment and retention. This class will provide you with the knowledge and skill to transform your department like never before.

What you will learn:

- Master the core elements of team dynamics.
- Examine the Human Factor role in team process.
- Discover methods that enhance open, active and transparent sharing of ideas and feedback.
- How to integrate team process throughout your department.
- Understand the key elements of the team building process and
- how to implement them.
- Using hands on exercises you will learn unique problem-solving skills.
- Develop key coaching concepts that will keep your teams moving in the right direction.
- How to analyze the success of your teams.
- What teams look like both on and off the emergency scene.
- Understand how teams develop uniformity and a cohesive environment.
- How Critical thinking and group thinking solves difficult problems.

About the Instructor:

Tim Holman is a 49-year veteran of Fire & EMS. He currently serves as chief of the German Township Fire & EMS in West Central Ohio. He has conducted training programs on leadership, fire and EMS management and safety issues in 42 states. Tim graduated with honors from Ottawa University in Kansas. He has an extensive background in health care management, the fire service and organizational development. He is a member of the International Association of Fire Chiefs (EMS Section And VCOS Section), the Ohio Fire Chiefs and the National Association of EMTs.

Fire Chief magazine named him Fire Chief of the Year in 2002. He is a past commissioner of the Center for Public Safety Excellence. He also serves as an advisory board member for Clark State Community College. Tim has over 500 hours of training in active shooter hot zone response. He has written numerous articles, and he has published two books on leadership and one on team building. He co-authored The Chief Fire Officer Desk Reference (Jones & Bartlett) and The Leadership Guide For Volunteers (Jones & Bartlett).