## 6. Discipline VS Compliance: Building Self-Discipline in Leadership

Instructor: Zach Matthews

Accountability should develop people—not simply document failure. This practical, interactive course helps Fire and EMS leaders distinguish between enforcing compliance and developing the self-discipline that supports lasting performance. Participants explore how to uphold clear standards while using teaching, coaching, structured practice, and appropriate consequences to strengthen individual responsibility.

Rather than treating every performance or conduct concern as a disciplinary problem, participants learn to identify the underlying gap: unclear expectations, inadequate training, limited skill, judgment, self-discipline, or a policy violation. They then practice selecting a response that protects organizational standards while building capability and ownership.

This course is designed for Chief officers, command staff, company officers, Fire and EMS supervisors, and current or aspiring leaders responsible for standards, culture, performance, and employee development.

**About the instructor:**

**Zach Mathews** is an experienced speaker, international trainer and executive coach who inspires audiences with his fast paced and entertaining programs focused on leadership, communication, and personal growth. With over twenty-eight years in public safety, Zach brings a wealth of experience to the table. His journey has taken him from conservation officer and wildland firefighter to leadership roles such as Investigation Section commander, Training Section commander, Logistics Manager, and Office of Professional Standards commander. In 2019, the Indiana Department Homeland Security recognized Zach's leadership abilities, tapping him to teach essential skills like body language and executive leadership courses across the state.

Zach now serves as the Planning Section Chief for the Indiana Fire & Public Safety Academy where he and his staff are responsible for firefighter certifications and instructor standards. Zach also coordinates statewide executive leadership training programs to include the biannual Indiana Fire Chief's Academy, and a company officer executive leadership course taught throughout the state. Zach is a John Maxwell certified executive coach and DISC behavioral analysist who works one-on-one with fire chiefs to achieve both professional and personal goals. Zach has trained thousands throughout his career and is motivated to provide training that will positively impact the fire service. But what truly sets Zach apart is his passion for effective communication.