

# Join the Fire Services Leadership Academies!

**History:** Beginning in 2018, the University of Washington worked in collaboration with local fire departments and services to create the Executive Leadership Academy, which focused on providing leadership development for the more senior leaders in the Fire Services in our region.



Members of the Seattle Fire Department 2018-2019 Executive Leadership Academy



Members of the Seattle Fire Department Leadership Development Program during their crew session.

**Our Mission:** The overarching goal of the founding of the Seattle Fire Department Executive Leadership Academy (ELA) was to develop the current and next generation of the Fire Services leaders by creating a learning and development experience for those leaders, who are ready and committed to enhancing their own leadership development. Equally important, we created the ELA with the aim that participants will also promote the development of their colleagues and their sponsoring organizations. Currently, we are beginning efforts to expand the Executive Leadership Academy to Fire Services across Washington state, as we look towards building a more comprehensive Fire Services Leadership Academy, not only for senior leaders but for emerging leaders as well.

## Are you a senior leader in WA Fire Services? Consider Applying to the SFD Executive Leadership Academy!

We are inviting senior leaders within Washington State Fire Departments to apply to an executive leadership development program. The program is a 2-year commitment involving half-day and full-day sessions (*combination of face-to-face and virtual*) that will occur every 4-8 weeks, beginning in the early Fall 2021-2022. Participants will work on self-designed team projects in the second year, that will focus on challenges facing fire services, which will be designed to benefit their organizations. All participants will receive 1-on-1 professional leadership coaching. Team projects will also be supported by professional leadership coaches.

### Topics Covered

- Authentic & Inclusive Leadership
- Leading Adaptive/Transformative Change
- Fostering Positive Team Dynamics
- Strategic Thinking Leadership
- ...and much more!

### Commitments

- Attending all sessions for optimal learning
- Completing all leadership assessments
- Meeting with professional coaches
- Review all assignments for each session
- Anticipated workload: 1-3hrs/mon

### Who should apply?

- Firefighters at the Captain level or above
- Civilian leaders in senior and executive positions.
- Leaders in Washington State are all encouraged to apply.

### ELA Program Components

Live Sessions	1:1 Leadership Coaching	Immersive Leadership Cases	Leadership Assessment & Feedback Reports	Team Strategic Projects
<ul style="list-style-type: none"> <li>• Connect with colleagues, guest speakers, and program directors to deepen understanding of your leadership.</li> </ul>	<ul style="list-style-type: none"> <li>• One-on-one coaching with a trained CLST Leadership Performance Coach focused on progressing on your leadership journey.</li> </ul>	<ul style="list-style-type: none"> <li>• Cases built to be relevant and beneficial to leaders within Fire Services. These cases focus specifically on demonstrating leadership in consequential circumstances, developed collaboratively with experts in the Fire Services—using real challenges!</li> </ul>	<ul style="list-style-type: none"> <li>• Complete a variety of self and multi-rater assessments focused on individual, team, and organizational readiness and leadership style/development</li> </ul>	<ul style="list-style-type: none"> <li>• Work on team projects deemed to be important by your sponsoring organizations. Each team will present their projects several times over the academy, with a final report at the end of the second year.</li> </ul>

## Additional Offerings for WA Fire Services

### Are you beginning your leadership journey? Join the Emerging Leaders Academy Community!\*

For any Fire Services that have senior leaders enrolled in the ELA, we invite all interested emerging leaders who are seeking early-career leadership development opportunities to join the Emerging Leaders Community. This program is a 1-year commitment and will involve creating a broader state-wide community across departments of leaders, beginning in Fall 2021 (*see next page for more information*).

### Are you interested in cross-department community? Attend our Virtual Town Halls!\*

For any Fire Services that have senior leaders enrolled in the ELA, we invite any members of their organization to attend regular Virtual Town Halls. In these virtual engagements, leaders from across different fire service organizations and departments will be invited to collaborate and participate in discussions geared around a series of topics (*see next page for more information*).

### Want to Find Out More? Interested in Applying?

For more information regarding any of the Fire Services Leadership Academies, please contact us at [SFDELA@uw.edu](mailto:SFDELA@uw.edu), or visit our site at <https://foster.uw.edu/centers/leadership/sfd-leadership-academy/>.

If you would like to participate in any of the offerings above, please contact your local fire chief for more information, and to express your interest in your department participating.



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## Executive Leadership Academy Timeline



### SFD ELA Application Requirements:

- Applicant information and experience
- Self-assessment of Developmental Readiness to Lead
- Brief essay responses on capabilities of personal values, capabilities, and leadership

## Emerging Leaders Academy\*

For any Fire Services that have senior leaders enrolled in the ELA, we invite all interested emerging leaders who are seeking early-career leadership development opportunities to join the Emerging Leaders Community. This program is a 1-year commitment and will involve regularly scheduled virtual workshops combining self-paced and peer learning, to build a broader state-wide community across departments of leaders, beginning in Fall 2021.



### Topics Covered

- How do you prepare to lead at your current and the next level?
- What constitutes your authentic leadership development.
- How do you develop transformational leadership to address consequential events?
- How do you build the most adaptive teams for any contingencies and challenges?
- How do you build a culture that promotes everyone's voice and opinion?
- ...and much more!

### Commitments

- Attending all sessions for optimal learning
- Completing all leadership assessments
- Review all assigned reading and reflections
- Anticipated workload: 1-3hrs/mon

### Who should apply?

- Firefighters at any level including emerging leaders.
- Civilian leaders at any positions in Fire Services and Departments.
- Leaders inside and outside of King County are all encouraged to apply.

## Virtual Town Halls\*

For any Fire Services that have senior leaders enrolled in the ELA, we invite any members of their organization to attend regular Virtual Town Halls. In these virtual engagements, leaders from across different fire service organizations and departments will be invited to participate in these sessions on a series of topics beginning in July 2021, and as described to the right. Each session will be 90 minutes in length and would occur on a monthly basis.

Ready for Anything:  
Inclusion &  
Transformation

Consequential  
Leadership in  
Consequential Times

Leaders and Peers as  
Coaches

Optimize Your  
Internal/External  
Resources in  
Unexpected Challenges

The Fire Services: What  
It Can & Could Become

Moving Up in  
Leadership Horizontally  
and Vertically

### Program Directors



#### Dr. Bruce J. Avolio

- Mark Pigott Chair in Business Strategic Leadership, Foster School of Business, UW
- Executive Director, Center for Leadership & Strategic Thinking, UW

#### Dr. Christina T. Fong

- William D. Bradford Endowed Professor of Management, Foster School of Business, UW
- Associate Dean of Inclusion and Diversity
- Executive Coach & Consultant



## \*Enrollment Requirements

*Enrollment of senior leaders into the Executive Leadership Academy is a requirement for any fire department to be eligible to participate in the Emerging Leaders Community or the Virtual Town Halls. These activities will be offered to any organization participating in the Executive Leadership Academy. Additional costs for the Emerging Leaders Community applies, while the Virtual Town Halls will be provided at no cost to any organization with a senior leader enrolled in the ELA. Minimum enrollment sizes for each fire services organization is dependent upon size guidelines. Contact [SFDELA@uw.edu](mailto:SFDELA@uw.edu) for pricing and enrollment requirements.*

## Want to Find out More?

For more information regarding any of the offerings above, please contact the Center for Leadership & Strategic Thinking at [SFDELA@uw.edu](mailto:SFDELA@uw.edu), or visit our site at <https://foster.uw.edu/centers/leadership/sfd-leadership-academy/>.

If you would like to participate in any of the offerings above, please contact your local fire chief for more information, and to express your interest in your department participating.