

# SFD Executive Leadership Academy

**Overview:** Established in 2018, the University of Washington works in collaboration with local fire departments and services to create the Seattle Fire Department Executive Leadership Academy (SFD ELA) which was focused on providing leadership development for more senior leaders in the Fire Services in our region. The overarching goal of the SFD ELA is to develop the current and next generation of Fire Services leaders by creating a transformative learning and development experience for those who are ready and committed to advancing their own leadership development.



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



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

## Are you a Senior Leader in Fire Services? Consider Applying to the SFD Executive Leadership Academy!

CLICK HERE TO APPLY: [bit.ly/sfdela2023](https://bit.ly/sfdela2023)

We are inviting senior leaders within Washington State Fire Departments to apply to the SFD ELA. This 18 month commitment involves half-day and full-day sessions (*face-to-face and virtual for workshops and professional coaching meetings*). The workshops will be scheduled in advance for the first year, and will occur approximately every 4-8 week beginning in October 2023. Participants will also work on self-designed team projects supported by professional leadership coaches. All participants will also receive 1-on-1 coaching.

- Main Topics Covered**
  - Leader Developmental Readiness
  - Authentic & Inclusive Leadership/Values
  - Leading Adaptive/Transformative Change
  - Fostering Positive Team Dynamics
  - Examining Organizational Climate/Culture
  - Strategic Thinking Leadership
  - ...and other timely leadership topics
- Commitments**
  - Attend all sessions for optimal learning
  - Complete all leadership online assessments
  - Meet with professional coaches & your team
  - Complete all assignments for each session
  - Anticipated workload: 1-3 hrs/month independent work + attendance in live sessions.

- Who should apply?**
  - Firefighters moving into the Captain level or above
  - Civilian leaders in senior and executive positions.

Program Components				
Live Workshop 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 helping you to progress 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 several self and multi-rater assessments focused on individual, team, and organizational readiness and leadership style/development.</li><li>• Feedback reports for each survey is provided in the SFD ELA.</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 duration of the academy, with a final report to finish the second year.</li></ul>

For more information regarding the SFD ELA or to apply, please contact the Center for Leadership & Strategic Thinking at [CLST@uw.edu](mailto:CLST@uw.edu) or visit <https://foster.uw.edu/centers/leadership/sfd-leadership-academy/>.

Please contact your fire chief for more information on the SFD ELA and to express your interest in participating in this Academy.

After acceptance in the SFD ELA, all participants will need to provide a signed letter of commitment from their Fire Chief, indicating their willingness to support their candidate’s participation in the SFD ELA, along with acceptance for paying the tuition for this program.

Individual fire services can nominate more than 1 leader to the SFD ELA.

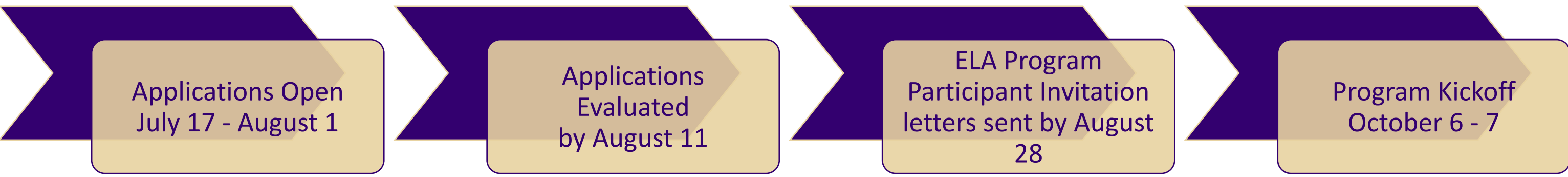
Note: Minimum requirements for enrollment apply (see next page). Please contact your supervisor and/or chief if you plan to apply.

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# Join the SFD ELA Leadership Academy

## Executive Leadership Academy Admissions 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
- Commitment from Applicant’s Fire Chief

## Program Dates

**Application Deadline:** August 1

**Admission Notifications:** August 28

### Session Schedule (Tentative Dates):

- 2 Day ELA Kickoff: October 6 & 7
- Session 3: November 17
- Session 4: January 12 (Virtual)
- Session 5: February 16
- Session 6: April 26
- Session 7 (Certificate Ceremony): May 31
- September 2024: Team Touchpoint 1
- October 2024: Team Touchpoint 2
- December 12 2024, 9 - 11am: Project Pilot Debrief (Virtual)

## Program Costs

### Total Cost for SFD ELA: \$5000/participant

- Minimum enrollment number for each fire services organization is dependent upon size guidelines.
- Small organizations (0-100 employees): 1 minimum
- Medium organizations (101-200 employees): 2 minimum
- Large organizations (201-500 employees): 3 minimum
- Extra large organizations (501+ employees): 4 minimum

Payment should be made to University of Washington Center for Leadership & Strategic Thinking prior to October 6.

## 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 Undergraduate Programs
- Executive Coach & Consultant

*“This was some of the most impactful training that I have had the privilege to attend. Bruce and Christina make a powerful team, guiding the students through all aspects of what successful leadership looks like. Self-assessment is paired with guidance from career coaches and proven leaders from various industries. It is a unique opportunity and one that shouldn’t be missed.”*

**Gregory Garat**  
**Battalion Chief of Operations, East Side Fire & Rescue**  
**SFD ELA Graduating Class of 2023**

*“The SFD ELA has equipped me with tools and connections I can leverage now and in the to benefit my organization. ELA will open up new avenues to how you think, behave, and practice leadership in your personal and professional life. The opportunity to study with world class Professors, receive professional leadership coaching, participate in a capstone project, and receive a certificate from the Foster School of Business has been an experience that has enhanced my current skills and elevated my potential as a leader in the years to come.”*

**Scott Ryckman**  
**EMS Division Chief, Bellingham Fire Department**  
**SFD ELA Graduating Class of 2023**

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