

Emerging Leaders Academy (EmLA) 2025



Objective

We're offering a 12-month Emerging Leaders Academy (EmLA) program designed to develop future leaders in Fire Services. This program is specifically designed to meet the needs and challenges of emerging leaders in the fire service and focuses on creating a clear, measurable impact and alignment with Fire Services' current strategic priorities. The EmLA program is carefully designed to integrate with the goals of the SFD Executive Leaders Academy (ELA), ensuring that it meets both individual and organizational development needs.

Foster CLST Leadership Development Approach

Guiding Principles:

Principle #1: Balancing Skills with Personal Development: Emerging leadership development involves both skills-based learning (horizontal growth) and deeper personal development (vertical growth). This includes how leaders see their roles, values, and leadership practices.

Principle #2: Effective leadership interventions positively impact both individual and team growth, addressing development on both specific leadership skills needed to be effective and focused on personal growth, in terms of being an evolving leader—who develops themselves and others to their full potential.

Principle #3: Rooted in Relevant Challenges: Leadership development should include realistic challenges that emerging leaders face now and those that will emerge in the future, preparing them for both their current and future roles in the fire service.

Principle #4: Flexible Format: A hybrid blended learning approach, combining virtual and in-person experiences, which enhance collaboration and engagement among emerging leaders and maximizes their learning and performance.

Targets of Intervention and Outcomes

A 12-month intervention comprised of **up to 100** fire service personnel (sworn in and non-sworn in). This group will be partitioned into cohorts of approximately 20-30 peers, each matched with their own facilitator/coaching resource team.

The EmLA will focus on 3 levels of leadership: individual, team, and leading up

Within these 3 levels, the following core topics will covered:


1. Clarify your leadership purpose, values, mission and goals.
2. Boost your capacity and well-being and others you influence for current and future leadership roles.
3. Create a base for effective individual, peer to peer, and team leadership.
4. Develop skills through peer-to-peer collaborations and coaching.
5. Reduce maladaptive conflict and promote adaptive conflict that can fuel growth and innovation.
6. Optimize your team's commitment, engagement, and collective well-being.
7. Build effective social connections within your team, with peers in other teams, and supervisors.
8. Develop strategies for managing ongoing consequential and unexpected challenges.
9. Promote trust, ownership, commitment, voice and creative thinking.
10. Navigate tough operational choices with strategic thinking

3 LEVELS OF LEADERSHIP INTERVENTION:

- **Individual Leader Development:**
Assess your leadership readiness, strengths, and capabilities through online assessments, observations, and team coaching. Create personalized development plans to build a strong foundation of effective leadership skills based on models that are evidence-based.
- **Team Leadership Development:**
Work with teams to develop and implement a team leadership development plan. Track progress and impact on team goals and performance milestones.
- **Leadership Development for Leading Up:**
Connect with senior fire service leaders, mentors, and other organizational leaders to learn how to effectively lead in fire service settings through guided discussions and mentorship.


Program

Live Immersive Sessions




- **Connect with Colleagues and Leaders:** Engage in half-to-full day sessions with colleagues, guest leaders, and instructors to deepen leadership skills, learn from others, and practice new skills and approaches.

Coaching




- **Onboarding and Monthly Check-ins:** Monthly sessions with a professional coach to set goals and track progress.
- **Peer-to-Peer Coaching:** Cohorts participate in peer-led coaching sessions to support and learn from each other.
- **Mentoring Sessions:** Teams schedule mentoring during monthly virtual check-ins for tailored guidance.

Self-guided Learning (Online)



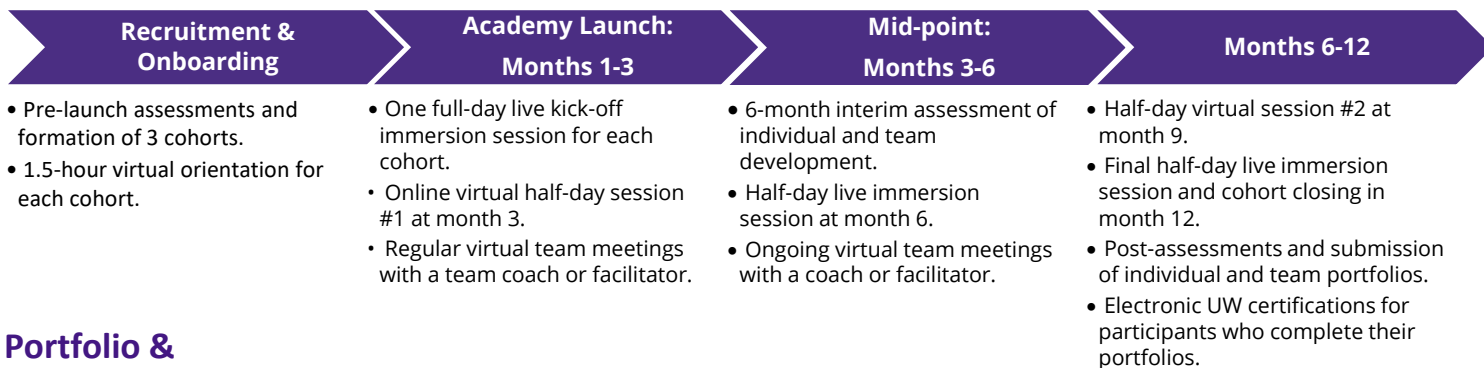
- **Online Learning Modules:** Interactive modules include short videos, real-world fire service cases, discussion forums, podcasts, and curated topical readings, and briefing reports.

Assessment and Evaluation



- **Program Assessments:** Pre-, mid-, and post-program assessment and surveys focused on individual and team development, and program evaluation to track progress with development.

Timeline



Portfolio & Certification Requirements

Each participant in the EmLA will be expected to submit a portfolio of their leadership development journey.

- ✓ **Complete Surveys:** Fill out online pre, mid-point, pulse, and post surveys by their deadlines.
- ✓ **Onboarding and Other Sessions:** Attend a full-day onboarding session with the CLST team coach and facilitator, plus two half-day sessions.
- ✓ **LD Plan:** Finish the online LD Plan in three phases (1, 2, and 3) by their due dates. Each phase needs to be approved by both EmLA peer team members and your Fire Service Supervisor.
- ✓ **Attend Sessions:** Be present at all live face-to-face and virtual sessions. Absences due to unexpected events at work or outside of work will be excused on a case-by-case basis, however these events should be the exception.
- ✓ **Certification:** Participants can earn a leadership and team certification upon satisfactory completion of the program.
- ✓ **Monthly Peer Team Sessions:** Attend all scheduled monthly peer team sessions.
- ✓ **Virtual Sessions:** Attend two virtual sessions or review the recordings if you miss them.
- ✓ **Proficiency Appraisals:** Complete three "proficiency appraisals" with an 80% proficiency level.
- ✓ **Peer Ratings:** Obtain three peer ratings on your leadership development.
- ✓ **Final Evaluation:** Complete the final program evaluation and portfolio.

Per Participant Total Cost: \$2,850



Apply Now!

Enrollment closes March 26th

Scan the QR code or visit <https://bit.ly/EMLA2025App> to apply. To learn more visit <https://foster.uw.edu/centers/leadership/leadership-academies/>