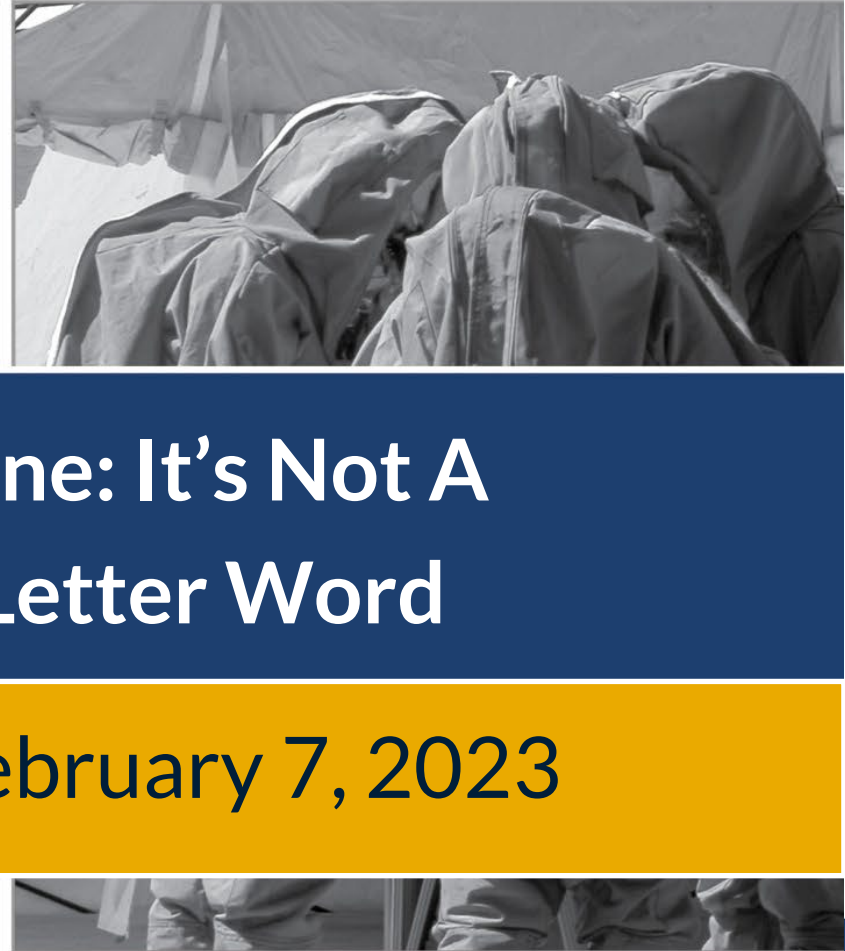




IAFC

International Association of Fire Chiefs



Discipline: It's Not A Four-Letter Word

February 7, 2023

Before we begin

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Chat, Q&A and Handouts

In the upper right corner of your screen, you will find the Chat and Q&A menus. You are encouraged share comments and submit questions for the speakers.

If the presenters have provided resource materials or links, you will find them in the Handouts section.



What's the VCOS doing?

- RELEASED CHAPLAIN GUIDE FOR LOCAL FD'S
- DEVELOPING A BRAND FOR MARKETING OF VCOS
- INCREASE MEMBERSHIP
- PLANNING SYMPOSIUM IN THE SUN 2023



What's the VCOS doing?

- INCREASED COMMUNICATIONS
 - RIBBON REPORTS
 - NEWSLETTER
 - SOCIAL MEDIA
 - WEBINARS
- DEVELOPING “CRITICAL THINKING BOOT CAMP for Chief Officers”
- MARKETING OF COURSE DELIVERIES





Discipline: It's Not A Four Letter Word

Chief Tim L Holman
German Township Fire & EMS (Clark County Ohio)



An off duty firefighter went out drinking one night. He had his duty t-shirt on. He eventually becomes drunk. On his way home he stops at the station to talk to friends. After a short visit he gets back in his truck and drives through the yard of the resident next to the station. He begins doing donuts in the yard. He ran over a small tree and did extensive damage to flower beds before leaving to go home. Many people witnessed this event.

What action is needed in this case?

To punish or penalize for the sake of enforcing obedience and perfecting moral character. To bring (a group or person) under control.

So looking at this definition, both the disciplinarian and the recipient may both be saying four letter words

The primary purpose of discipline is to change *behavior* not to punish.

Instead of punishment what if we used a process that would look like this:

A set of expectations are developed with input from the members. Example...

Maintain and promote a winning attitude.

Practice the Golden Rule.

Be a team player.

Seek excellence in all you do.

Do that which is right.

Stay focused

Participate

Capitalize on adversity.

“I have reviewed and discussed the above list to clarify my understanding of the expectations. A copy has been provided to me for future reference.”

Signature _____

*Capital punishment is
as fundamentally wrong
as a cure for crime as
charity is wrong as a
cure for poverty
Henry Ford*

Key questions every officer should ask

Have I clarified the expectations?

Have I provided the resources?

Have I taught The skills?

Have I provided the time?

Did the person acknowledge an understanding of the expectations?

IF THE ANSWER IS YES TO ALL THESE QUESTIONS THE OFFICER IS NOT AT FAULT.

PERFORMANCE FACTORS

COMPETENCE - Do they have the skills needed to do the job?

MOTIVE - Is there a negative attitude that is causing negative behavior? What external factors are impeding accomplishment?

MEANS - Do they have the Tools, Equipment, and Experience to complete the task?

FEEDBACK - Has positive and negative feedback on performance been provided?

OPPORTUNITY - Did we take away the opportunity to perform? Micro managed?

STANDARDS - Do they understand the standards, SOP and Personnel Policy?

PROVIDE AND MAINTAIN THE FOCUS

INSPIRE

COACH

CHALLENGE

INSTRUCT

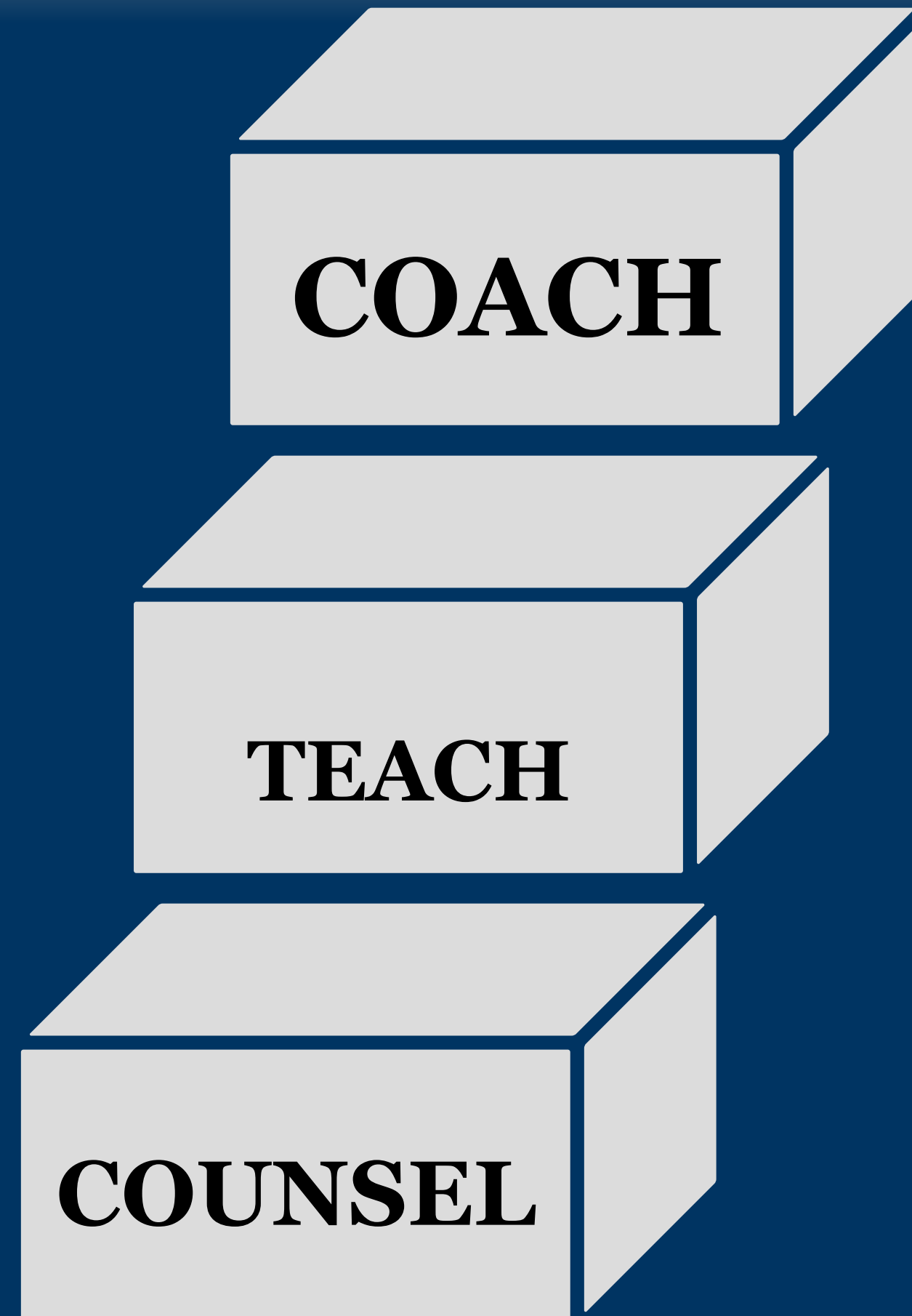
TEACH

GUIDE

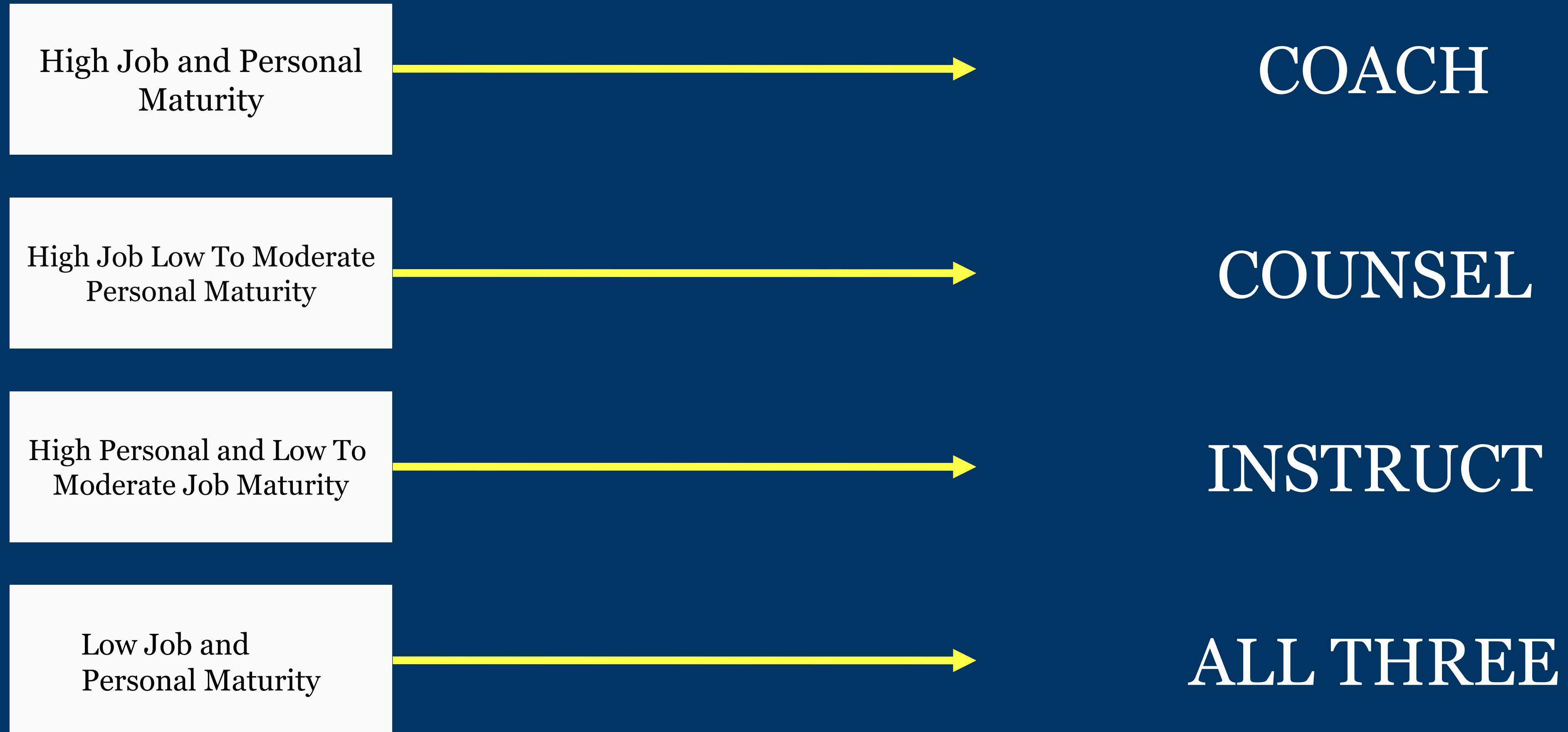
ADVISE

COUNSEL

CORRECT



Fire Officer Effectiveness



SEVEN COMMON FIREFIGHTER PROBLEMS

Handling Change

COACH

Absenteeism

COUNSEL

Chronic Complainer

COUNSEL

Firefighter Conflict

COUNSEL

Chronic Mistakes

TEACH

Excuse Maker

COACH

Personal Problems

COUNSEL

*If people are good only
because they fear
punishment, and hope
for reward. Then we are
a sorry lot indeed
Albert Einstein*

A young firefighter started posting videos on TikTok. One video made fun of an elderly patient. The second video was a derogatory comment about the local police department. The department has a very strict policy in reference to social media posting. When the chief talked to her about the posts she argued and stated it was her first amendment right.

Beth was a great firefighter/EMT. She was like a sponge, eager to learn and absorbing any new techniques. She was always early for her duty night and constantly cleaning and checking to assure everything was ready for the next call. She required little to no supervision. Her attitude was great and she would always be there to help new people. Sound like the perfect employee and she was. Then things changed. She missed trainings. She came in late for her duty night. She seemed stressed and frustrated. When the officer talked to her she broke down and started crying. How would you handle this situation? Discipline or ?



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Upcoming Events

VCOS Webinars

Mar 7	It's Not Your Father's World Today
Apr 4	Mayday, Mayday, Mayday
May 9	What is the Desired Outcome of In-Service Training
May 23	The Power of Positive Leadership
June 6	Instructing Mixed Generational Classrooms: How to Connect with All Ages

2023 IAFC Events

March 28-30	Wildland-Urban Interface Conference (WUI) Reno, NV
May 9-11	Community Risk Reduction Leadership Conference (CRRL) Murfreesboro, TN
June 8-11	International Hazardous Materials Response Teams (HAZMAT)
August 16-18	Fire-Rescue International (FRI) – IAFC's 150 th Anniversary Kansas City, MO
Nov 9-12	Symposium in the Sun Clearwater, FL



Learn more and register at <https://www.iafc.org/events>

Recording and Survey

You will receive a link to today's recorded session by email, along with a brief survey. Please let us know about your experience today.



Thank you!

