



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **December 27, 2019**

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Quote of the Week

"What defines us is how well we rise after
falling."

-Unk

2020

Town of Prescott Valley Parks and Recreation

NEW YEAR'S EVE CELEBRATION & FIREWORKS

FREE EVENT!
Bonfire | S'mores | Games | Fireworks at 8:30 & Midnight

Tuesday, December 31st | 7:00 PM - 8:30 PM
Findlay Toyota Center Parking Lot
3201 N Main Street, Prescott Valley

For more information please contact Prescott Valley Parks and
Recreation at (928) 759 -3090 or visit www.pvaz.net

The Chief's Desk

I don't know about you, but I'm enjoying my post-Christmas vacation time with family, as well as my pre-New Year's almost vacation. This is the first year I've ever really taken vacation around this time of year and I have to say I kind of like the concept. In reality, it was a use it or lose it kind of things so I opted to actually take time off to do – well, nothing. Okay, not quite nothing, but as little as I can.



Over the last several years we've discussed potential time lines for seeking accreditation. As many of you remember, Central Yavapai was accredited prior to the formation of CAFMA. We reached out to the Center for Public Safety Excellence (CPSE) and requested a deferment for 12 months to finalize the formation of CAFMA, and pull all the data together from Chino.

Representatives of CPSE denied our request saying they had no prior experience in offering a deferment based on work to blend two agencies into one. To that end, they didn't think it fit their "standards" for a deferment. They did offer to allow us to half-ass something together which would trigger a deferred status. Given half-assed is not how we do things, we declined. Funny thing is 3 years later CPSE called to seek my input regarding a process to work with agencies who are trying to better their communities by blending services. Apparently after our request was denied, another agency called and requested the same consideration just a few months later. They were approved. Yes, I am just a tad bit unhappy with their lack of consideration for us, but it is what it is.

Battalion Chief Brad Davis has graciously agreed to act as our accreditation manager as we start the process for CAFMA. The plan is to send Chiefs Davis, Tharp, Feddema, and Rose to an upcoming CPSE training class. After they attend training, Chief Jake Rhoades has agreed to come down and lead an in service for others who will be involved in the process e.g. prevention, GIS, managers, etc. We'd much prefer Jake provide all the training, however he is not certified to provide the official class. We need to ensure anyone who will have some part in developing our packet has at least a basic understanding of how the process works and what we will need to be successful.

We will have a meeting in January to establish time line and plan for 2020. Our intention is to file the packet in early 2021. At some point, it will be necessary to pull Chief Davis from the engine for two to four months as he takes all the pieces and puts them together for our final submittal. Continued on Page 4

Upcoming Events:

Dec 30 – Office
Dec 31 – New Years Eve, Chief on Vacation,
Jan 1 – New Years Day office closed
Jan 2 – Chief on vacation

Board Meeting:

January 27th Administration
CAFMA – 1700-1830



Your Title Doesn't Make You a Great Leader, but These 7 Dimensions Do

By: Bill Carmody

Throughout your career, I'm sure you've seen many power hungry people attempting to use their title only to fall flat on their face? Conversely, there are just as many "unsung heroes" who operate in the background galvanizing teams and motivating people who don't even report into them. By your own work experience you understand that authentic leadership is so much more than a title; it's about who you are at your core.

And that doesn't mean you are either a natural born leader or not. It turns out that leadership has 7 different dimensions: (1) Physical Intelligence, (2) Emotional Intelligence, (3) Heart Intelligence, (4) Communication Intelligence, (5) Pragmatic Intelligence, (6) Neuroscience Intelligence, and (7) Consciousness Intelligence. All of which are covered in Nicole Heimann's book *How to Develop the Authentic Leader In You*, published earlier this year.

I had an opportunity to sit down and interview Nicole Heimann and the full interview is available to you here:

Nicole Heimann does a fabulous job of breaking down each dimension of leadership in her book. And while each dimension can be improved upon, her central theme throughout the book is to start by being your authentic self. "If you want to be your best self," Heimann writes, "it is crucial that you know yourself, understand your behaviors, your intrinsic motivations, your strengths, but also your self-sabotaging mechanisms under distress."

[INC.com](https://www.inc.com)

Center for Public Safety Excellence Approves New Accreditation Model

By: CPSE

The Center for Public Safety Excellence (CPSE), an international technical organization committed to leading the fire and emergency service industry to excellence, today announced the approval of the 10th Edition of the Commission on Fire Accreditation International (CFAI) model. Following a public comment period that closed in September 2019, the CPSE board of directors analyzed model revisions proposed by fire and emergency services experts and volunteers to ensure the accreditation model meets future needs.

The highly collaborative development process of the 10th Edition involved numerous opportunities for input and feedback. The initiative began in November 2018 when CPSE partners and stakeholder organizations met to conduct an initial analysis of the 9th Edition and brainstorm enhancement opportunities. From there, a team of more than 60 volunteers comprised of subject matter experts examined the model and provided recommendations to make the 10th Edition better aligned with current and projected needs of departments worldwide. CPSE additionally hosted a 9th Edition feedback

session during their annual Excellence Conference and conducted in-person meetings with 18 consortiums to discuss needs for the new model.

Proposed revisions were included in a draft of the 10th Edition, which was surveyed through a public comment period with the fire and emergency services community. Key updates were outlined in a recorded webinar hosted by CPSE and included:

- Minimization of redundancies and increased clarity of accreditation criteria
- Removal, revision, and addition of performance indicators and core competencies
- Addition of a new Category 11 dedicated to health and safety
- Addition of a new criterion for Category 9 that focuses on information technology

Firehouse.com

Chief's Desk Continued

For the most part, we feel we are in good shape in regards to having things together. Our SOP's and SOG's still follow the accreditation model that was established the first time Central Yavapai was accredited. Over the years, gaps that had been identified during the first process have been filled. We developed a strategic plan prior to the official implementation of CAFMA and have updated the goals and objectives annually, as well as reviewed and updated the plan at the three-year mark. Chief Bliss and Michael have been working to gather and analyze additional data each year which helps as we develop our Standards of Cover (SOC).

To my understanding, the most difficult part of accreditation is developing our SOC. While we have a model based on previous work, the standards for accreditation have changed. Building an updated SOC will be challenging because of the dynamic area we cover i.e. everything from densely populated suburban to frontier. However, I believe the exercise in defining specific areas and updated response criteria will be good for us, and will simultaneously help us develop a sound ambulance response model.

Most of you know I've had my reservations about CPSE and accreditation. I've never felt that the model itself was an issue; rather I felt that the system wasn't as sound as it should be. However, I've come to see accreditation in the same light as I see higher education in our profession – in a word, important. We all know educated idiots. Those people have a piece of paper, but lack common sense, and sometimes actually lack intelligence. In the end, it's the person's name on the bottom of the paper that's important, not the degree itself. It's not just having the tools, it's how you use them that matters.

Personally, I feel that CAFMA will institutionalize accreditation the same way Central Yavapai institutionalized accreditation. We are not looking for the sticker – if we were we would definitely not go through CPSE, we'd use Randy and Scott's Excellent Accreditation. Way cooler sticker! I believe our answer to CPSE when they offered to help us get half-assed accredited says a lot about who we are. I also think CPSE's offer says a lot about who they are as a body. I've mentioned it before – we are not a

check the box agency, we are a color the box in and get outside the lines if we have to type of agency. Hell, we'll create new boxes and color them in, if we believe it's necessary.

I am fully committed to CAFMA earning our accredited status, and maintaining our accreditation as long as I'm here as the Fire Chief. The model itself is sound, and helps drive continuous improvement for those agencies who are driven to achieve more than mediocrity. So, get ready, we'll be hitting a number of you up over the next year for information, or asking for your assistance as we move forward. Chief Davis has agreed to serve as the accreditation manager for one year. Who's next? It could be you 😊 Brad just happened to walk by my office at the wrong time;)