



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **November 25, 2022**

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“There is always something to be thankful
for on Thanksgiving. Even if it's just not
being turkey.”

Unknown

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The Chief's Desk

Happy Thanksgiving!! Okay, day after Thanksgiving!! Is anyone else surprised that the day after we give thanks for all we have, that so many go out to the stores and get in fights over the stuff we want? Just seems a bit odd to me, but I've never really been a Black Friday person.

I hope you all had a great day with family or are enjoying some time with family over the weekend. Having been in emergency services for 29 years, I know what it means to work or be on call over the holidays. Christmas is not always on Christmas Day, and Thanksgiving is when we can get together. That said, one of the things I miss about being on an engine or ambulance is Thanksgiving with our families at the station. I always enjoyed those get togethers.

Not going to lie, this has been a trying year. Let's address the elephants in the room. First, we lost Zach. I can't imagine what the Fields family is going through as they traverse their first holiday season without his giant smile. All I can offer for them and for you is the hope that you will remember how much he cared for everyone and that you'll keep his memory alive this and every year. Second, inflation is ridiculous, and rising interest rates are slowing projects and/or keeping some from being able to purchase their own homes. Third, we are so short people right now that we're dealing with mandatory overtime and are on the brink of browning out a station – that's no bueno.

Yep, that list pretty much sucks, however, I believe that we still have a lot to be thankful for this year. We lost Zach but look at the outpouring of support for the Fields family, the CAFMA family, and for one another. Zach left an amazing mark on this world, and while we didn't want to memorialize him this soon, we came together and accomplished something very special in his honor. That said, we need to remember how we cared for each other during those few weeks and carry that forward. Too often we get caught up in the pettiness of life and forget the brother and sister hood we claim to have in the fire service. We shouldn't just come together in times of tragedy, rather we need to come together and support each other every day.

I'm personally thankful for my family. Andy and Beca were married just a short time ago in a small ceremony officiated by Captain Eric Merrill. I cannot tell you how thankful I am that Eric was the one to perform the wedding. I'm thankful that Beca is now officially part of our family, and that after six years together my son finally got it together and proposed 😊

I'm thankful that my daughter Ashley and her husband David along with our two granddaughters are doing well in El Paso.

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Upcoming Events:

Nov 28: Board meeting day
Nov 29: Lunch meeting,
meeting with Prescott, Fire
Rescue GPO Advisory meeting
Nov 30: Meetings with Town of
PV, leave for Tempe
Dec 1-2: First Responder
Mental Health and Wellness
Conference in Tempe

Board Meeting:

Nov 28: Administration
CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830

Leadership at its purest: Create a culture that allows your members to flourish

By: Marc Bashoor

You've undoubtedly heard or been part of the myriad discussions about how to lead – from the front, picking up the rear, from the floor, tip of the spear, etc. The truth is there is no single right way to lead. After all, leadership isn't simply a position, location, rank or title. Leadership in its purest sense is about creating and fostering a culture that allows others to flourish.

As such, let's think of culture as three interconnected circles – your personal circle, your work/organizational circle and a political circle that affects both.

PERSONAL: SETTING THE EXAMPLE

The single most effective way to establish this type of culture is to set the example in both your personal and professional life.

Whether it's in your personal life (your ethical standards, moral focus, exercise and nutrition habits) or in your professional life (how you manage operational/training functionalities, community connectivity, political acumen, educational tract), YOU should be setting the standard for your members. We are public officials, whether we like it or not, which means that your life is, to an extent, an open book. Make choices as if anyone could read that book any time.

ORGANIZATIONAL: ELEVATING YOUR VALUES

Your organizational culture has likely evolved over many years. You may be adopting this culture by virtue of your appointment, or you may be developing this culture in the establishment of a new organization. Either way, the culture of today doesn't have to be the culture of tomorrow. YOU are responsible to lead the culture, not just follow it. With this in mind, let's consider these four elements that should help you succeed in the cultivation of culture.

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4 Things People With Great Communication Skills Will Do in a Conflict

By: Marcel Schwantes

Communication is the source of much conflict in the workplace. Words are misinterpreted, feelings get hurt, people choose sides, the gossip machine starts to churn, and trust is lost.

Poor communication can cost businesses countless hours of lost productivity to employees and bosses scrambling to do "damage control" and fix a problem that might have been avoided with good communication habits.

One good habit that nobody seems to want to address (or wants to have) is absolutely necessary: knowing how to confront someone.

Choosing healthy confrontation

Sure, it's human of us to want to avoid confrontation -- it's uncomfortable, awkward, and painful. While conflict is inevitable, it's also preventable and avoidable if we choose the pathway to healthy confrontation.

The reality is that confrontation is often the quickest route to cut through the drama, set clear expectations with intention, and have a positive outcome. It just takes intestinal fortitude and a good attitude on your way to the promised land.

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Chief's Desk Continued

I'm thankful for Jen, even though she can be a PITA sometimes, and is likely training to take me out through her Fundamental Martial Arts classes. She makes me nervous, but I like her none the less 😊

I'm thankful for my family back in St. Louis. Jen and I will be heading to Missouri on December 4th for a week. This will be my first time back to visit in five years, and the first time I've visited my parents in three years. I'll spend the first few days in Kansas City working with the IAFC Program Planning Committee planning FRI 2023. Once we are done in KC on the 6th, I'll head across the state to STL. I'm not thankful that we are catching up in the State of Misery, but at least I can see family and friends. Seriously, they all just need to visit us in Arizona – it's way nicer here...

I'm thankful for my health. Yes, I've struggled for a while with back issues, and was recently diagnosed with Rheumatoid Arthritis. That said, I had back surgery and am on the mend. And I'm glad it's RA which is treatable as opposed to something else. Now I'm back in the gym and back on a path to better health.

I'm thankful for my friends, and I am sure they tolerate me 😊 Whether it's going on hikes, out in the Jeeps, dinner together, or drinks it's just fun to be with other people. And, being married to Jen, it's safer for me – at least then there are witnesses... Just say'n.

I'm thankful for the many opportunities that I've been granted in life. I never would have thought that I would be able to travel, speak, and connect with so many people not just in Arizona, but across the United States.

I'm thankful for all of you. Being able to work with some of the best talent in our industry is something most only dream of, yet I get to live it every day. You all make CAFMA what it is today and continue to work to make it better for tomorrow.

I'm thankful that I own a Jeep and have a nice shop to hide – I mean work in with lots of space. It is a good place for me to unwind and not think about stressors in my life. I've learned a lot working with friends, and from YouTube, about metal work and wrenching on things. It's a great outlet that helps me

maintain a healthy life balance – okay, healthy-ish balance. What can I say, I enjoy the work I get to do as a Fire Chief.

As we move on from Thanksgiving and march towards Christmas, remember all of the things you have in your life to be thankful for. Christmas is not about the amount of money you spend on people, those things are typically wants not needs. As you think about giving, think about what is truly valuable in our lives. Time is a precious commodity that goes way to fast. If you truly want to give something special to someone in your life, give them your time – undivided, phone down time. Let those around you know what they mean to you and why you are thankful to have them.

Unfortunately, we saw this year how short our time with someone can be. With whatever time we have with our friends and family, we need to make sure they know we care.

I hope whatever may be going on in your life right now, that you'll take some time, adopt an attitude of gratitude, and reach out to those you love both near and far. No matter what is happening around you, choose to look for the good and be thankful for all that you have.
