



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – July 26, 2024

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**"Truth does not mind being questioned,
a lie does not like being challenged." –
AlwaysPositive431**

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THE BREAKUP

The Chief's Desk

The Board approved the purchase of several smaller vehicles at the July 22 meeting, including a brush truck, a couple of staff trucks, and a 15-passenger van. We don't plan to buy all the vehicles at one time, however, given the difficulty in finding vehicles, we need the ability to be flexible and purchase immediately when one becomes available. These were all part of the capital plan, and the budget for this year.

In addition, the Board approved job descriptions for Deputy Chief of Operations, Wellness Officer, and EMS Compliance Specialist. We plan to post the Wellness Officer and EMS position in the next couple weeks and the Deputy Chief position sometime around the first of next year.

We held Chief's interviews for new firefighters this week and while our initial plan was to hire 18-20, we ended up offering 14 positions. All offers are conditional at this point pending physicals, psych, background checks, etc. We will not be releasing the candidates' names at this time because each applicant needs an opportunity to notify their current employers. Chief Feddema, Lacie, and I feel like we have a good group of candidates for the upcoming academy.

Given we're starting ambulance transport operations at the end of August, we spoke to each candidate about the potential for rotations on each of the rescues. All expressed excitement for the new opportunity and are more than willing to take their turn staffing the rigs. We felt that since this was a change in operations for our agency, it was important to let them know exactly what to expect. As I've said before, I came up through a fire-based EMS system where we rotated between the rescue and the engine. I felt it was a system that afforded more opportunity for growth than being on an engine alone because of the volume and variety of calls we got to experience.

As a reminder, the next academy will start September 9, 2024, and it will be the first-ever joint Prescott FD/CAFMA academy. I know the training staff of both agencies have been working hard to ensure our first regional academy is a great success.

Efforts to achieve accreditation are ahead of schedule. As a result, we've applied and will potentially complete a site visit nearly a year ahead of our original plan. The hope is to have one team evaluate both CAFMA and Prescott at the same time as we'll be completing the first-ever regional standard of cover. Chief Parra and Chief Lucas have been doing some amazing work getting both agencies ready for the next step.

Upcoming Events:

July 29: PV Chamber Board Meeting

July 30: Meeting with SMO, lunch meeting, Meet with Consultant

July 31: Morning meeting, afternoon meeting

Aug 1: AFDA meeting, lab work, PV Chamber

Board Meeting:

Board Meeting: Aug 26
CAFMA – 1700-1830

Do Your Direct Reports Have Leadership Potential? 14 Signs They Do

By: Lolly Daskal

Identifying leadership potential within your team is a crucial aspect of effective management and succession planning. According to a study by the Corporate Executive Board, organizations with strong leadership development practices outperform their competitors by up to 13 times in financial performance. Recognizing future leaders early allows for targeted development, ensuring a robust pipeline for your organization's leadership succession.

As an executive leadership coach, I've identified key indicators that signal a direct report may be ready to take on leadership roles. Here are 14 signs to look for.

Proactive Problem Solving: Do they tackle challenges head-on? A potential leader doesn't just identify problems but actively seeks solutions.

Effective Communication Skills: Can they articulate ideas clearly? Strong communication is vital for leadership, and those who can convey complex ideas simply are prime candidates.

Eagerness to Learn and Grow: Are they committed to self-improvement? A continuous desire for learning is a hallmark of great leaders.

Ability to Inspire and Motivate Others: Do they uplift the team? Those who naturally motivate others often have innate leadership qualities.

Demonstrates Empathy and Emotional Intelligence: Can they understand and relate to others? Empathy is a key leadership skill, allowing for more effective team management.

Takes Ownership and Accountability: Do they own their successes and failures? Leaders take responsibility for their actions and decisions.

Exhibits Strategic Thinking: Are they visionaries? The ability to think strategically and see the bigger picture is essential for leadership.

Shows Resilience in Adversity: How do they handle pressure? Leaders demonstrate resilience and the ability to bounce back from setbacks.

Demonstrates Integrity and Ethical Behavior: Do they lead by example in terms of ethics? True leaders exhibit integrity in all their actions.

[LollyDaskal](#)
