



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – January 31, 2020

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Quote of the Week

"Families are the compass that guides us. They are the inspiration to reach great heights, and our comfort when we occasionally falter."

-Brad Henry



The Chief's Desk

This has been an absolute whirlwind and amazing week! I don't know about all of you, but I've had a blast and am looking forward to the excitement of today as well as the rest of the weekend. Why excitement on Friday you might ask? Scottsdale Fire Chief Tom Shannon is taking me on a behind the scenes guided tour of the Waste Management Phoenix Open. I'll have the chance to see and experience all that goes into managing emergency operations aspect of an event of this magnitude. And, I have the opportunity to attend the Open on Saturday with my family. A great way to close out the week.

Monday I attended a Statewide Mutual Aid meeting in Phoenix at the state's emergency operations center (EOC). We've had a couple of hiccups with some of the plan since the department's operations manager retired. This meeting included the Department of Emergency and Military Affairs (DEMA) Director, their interim operations manager, and Emergency Management Assistance Compact (EMAC) manager. We were able to work through components of the mutual aid plan that include DEMA in this small group setting and have set another meeting with all parties for late February to finalize details. This level of communication and cooperation between a number of state agencies and the fire service in AZ that has not happened before. We are hopeful that this next meeting will solidify the new process.

We are still developing the statewide training plan for the updated mutual aid plan. Once completed, the Regional Representatives for the AZ Fire Chiefs will provide the training for their regional chiefs associations who in turn will provide the training to the local agencies. The Chiefs Association will provide direct training for any local agency that needs additional assistance.

Our CAFMA Board meeting was Monday night. We normally wait to recognize crews for life saving efforts until our annual banquet. However, because of the circumstances of a call run by B-Shift 57 Captain Stooks, FF/Medic Ferris, and FF/EMT Basurto we opted to recognize their extraordinary efforts publicly at the board meeting. The surgical airway they performed on a recent call saved a person's life. Their actions were recognized by our medical director who has stated he will use this call and their actions to help train fellow physicians as well as emergency services personnel. While we will wait to present them their plaque until the banquet, we wanted to honor their efforts in a public setting in front of our board.

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Upcoming Events:

Feb 3 – Senior Staff meeting moved to the 10th. Meeting with CAFMA and AMR
Feb 4 – Present Mohave County Leadership Academy
Feb 5 – Work Comp meeting, Meeting with IAFC FRI, Meeting concerning EMS
Feb 6 – AFDA meeting Anthem, meeting with Chandler FD

Board Meeting:

Feb 24th Chino
All Boards in a work study –
1600-1700
CAFMA – 1700-1830



Lazy thinking perpetuates stereotypes. Here's how to stop it

By: Simma Lieberman

It's all around us, the idea that we are a divided country. Articles and books offer solutions for what we as a country need to do to close racial, gender and any other divisions based on demographics. But all those solutions go nowhere if we're not looking at ourselves and taking responsibility for our actions.

We all seem to be in a hurry to make decisions, to get work done, and to make snap judgments. One of my clients said, "I don't have time to get to know my employees or consider diversity. It's just easy to hire people from the best schools, and to bring in people who I'm most comfortable with."

Whether we want to hire the best people or close demographic divisions, we need to stop practicing lazy thinking that leads to stereotyping, labeling people with generalizations and missing people with whom we can connect in our workplaces and in our communities.

It's so easy to be mentally lazy and stereotype and label people we don't know well. We listen to what other people tell us and default to stereotypes. This takes the work out of having to interact in meaningful ways or experience discomfort with people who are different. We don't have to make decisions for ourselves or take the time to understand other people.

But before you take the easy way out and get stuck in narrow mindedness, read on.

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The Power of Consciously Changing Your Perspective

By: Kevin Eikenberry

As helpful as the maps app on your phone can be, have you ever been frustrated how the routes sometimes make no sense? Have you ever seen something from two different angles and seen something entirely different? Have you ever looked back a situation a day, or a week (or longer) later, and noticed something you never saw in the moment? Each of these are examples of how our perspective influences us in profound ways.

As a leader, we can often bring a leadership perspective to a situation, but we can get lost in our own view too. Let's talk about why perspective is so important, and why we must consciously work to build new and different perspectives so we can achieve better results.

Why Perspective Matters

Our eyes are amazing, but they are limited. In non-technical terms they allow us to see what is in front of them. If you are in the forest, you can only see what is around you – the trees, branches and ground in your path. If you are standing on a hill looking at the same forest, you might see the same tree, but you can more, and see things differently.

Leadership perspective can involve more than just our eyes, but our other senses as well as our thinking and intuition. In a complex world, leaders must see more and see differently in order to help the team see their reality more fully. A more complete leadership perspective allows you to see opportunities that might be missed, and challenges soon enough to overcome or even avoid them.

Since perspective involves more than our eyes, this requires us to have more literal and metaphorical vantagepoints from which to see the world and situations in front of us.

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Chief's Desk Continued

Tuesday was a quick turnaround trip to Scottsdale Fire for a meeting about a program called Arizona's Next Generation. The concept is a one-day seminar open to all fire service personnel to discuss leadership and innovations in the fire service for the next generation of fire service leaders. Topics have not been finalized, but the one's we discussed are timely and relevant. I've been invited to serve as one of the panelist along with a number of Arizona's top fire service leaders from labor and management.

I'd like to thank those who were able to come out Tuesday night for the introduction of the nominees for Prescott Area Leadership's Man, Woman, and Youth of the Year. It is an honor to have been nominated for the distinction. Given the slate of nominees for man of the year, I will likely be kicked out in the first round, but it's an honor none the less. All I know at this point is that they will narrow each category down to three finalist who will be introduced at an April 7th banquet. The winner will be announced that night. It may be a month or more before I know if I am fortunate enough to move on as a finalist.

Wednesday and Thursday were new firefighter interviews. The panel included Chief Polacek, Chief Feddema, Chief Rose, Chief Davis, and me. We met with 10 candidates over the course of the two days. In the end, we felt all 10 candidates were hirable, but settled on five for right now. They are:

Marshal Cazaly
Seth Collins
Kyle Lund
Nick McCarthy
Garrett Strettan

As I said, the other five candidates are hirable. We have plans for next fiscal year that include the implementation of a 40-hour engine to address our station reliability ratings in Prescott Valley. Additionally, we have a pending retirement in the fall. This means that we would have five additional positions open. We are discussing some additional opportunities, but these ideas have to be vetted by senior staff and then the board. Ultimately, we opted to move forward with physicals, psych evals, and

background checks on all candidates. This will save time whether we are able to move forward with our “creative” idea, or have to wait a bit longer. At this point I can imagine Chief Bliss rubbing his head as he usually does when I concoct a “creative” idea. I’m just trying to be helpful sir.....

As we do when we offer jobs to family, we were able to engage family members in the hiring process. Kyle Lund is the son of Chief Phillip Cox and his wife Brandy. All I can say is, that was slightly mean Phillip, but I’m not going to deny it was funny..... And, we did not hesitate to take part – Patty is a bit more devious than I’ve ever given her credit for which has me a little scared.... Nick McCarthy is the son-n-law of Captain Travis Smith and his wife Sharla. They were able to come in and have a bit of fun with Nick before they offered him his dream job. It’s always nice when we are able to include family in momentous occasions. All in all, I thought it was a fantastic day!

The Battalion Chief testing has concluded and all candidates have their scores. We will hold the Chief’s interviews on February 11th. Rather than holding interviews for the current BC candidates and then hold another round of interviews for those interested in the EMS Chief and Training Chief Positions, we are going to post them all at once. Candidates will be able to submit a letter of interest for the position they’d like to interview for e.g. any current BC or BC candidate interested in the training position can submit a letter of interest. This will allow us to move forward in the process more efficiently. We plan to announce the final results once interviews are completed on the 11th.

I don’t think next week will top this one, but there are some things on my calendar that will at least make the week interesting.

One last thing, if you have not picked up your copy of You are Worth it; Building a Life Worth Fighting For by Kyle Carpenter, I highly recommend it as a must read. As a reminder, Kyle is the youngest living Marine Medal of Honor recipient, and one of only a few who have ever lived after covering a grenade with their body to protect others. Very inspiring story.

