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MIKE BUCY

- Fire Chief, Stevens 1 Fire-Rescue
- 375 square miles
- 8 fire stations
- 8 paid FFs, 70 volunteers
- 5 staff
- NO Deputy Chief

A cartoon illustration of a man with grey hair, a mustache, and sunglasses, smiling. He is wearing a dark blue polo shirt with a logo that says "Stevens 1 Fire-Rescue". He is standing in front of a white fire truck.

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WHAT IS LEADERSHIP?

Who do you work for?

My job as Fire Chief...

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RESPONSIBILITY

The state or fact of being accountable

Transparency

What if your people “screw up”?

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VISION-GOALS-EXECUTION

Vision is not seeing things as they are, but as they will be.
(Strategic Planning)

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FIVE LEVELS OF LEADERSHIP

Level 5 Pinnacle	Respect People follow you because of who you are and what you represent.
Level 4 People Development	Reproduction People follow you because of what you have done for them.
Level 3 Production	Results People follow you because of what you have done for the organization.
Level 2 Permission	Relationships People follow you because they want to.
Level 1 Position	Rights People follow you because they have to.

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DECISION-MAKING

“Be decisive. Right or wrong, make a decision. The road is littered with flat squirrels who couldn’t make a decision.”



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POLICIES, POLICIES, POLICIES!

Fewer rules lead to better decision making.

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MISTAKES=OPPORTUNITIES

Life is littered with our mistakes. Leaders call them experiences.

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CHANGE/TRANSFORMATION

Progress is impossible without change and those who cannot change their minds cannot change anything.

Transformation results of all the congruent changes that take place.

- Managers try and eliminate risk.
- **Leaders “frame” risk.**

Let your people drive change!

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TEAMWORK

Simply stated, it is *less me* and *more we*.

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GOLDEN RULE V. PLATINUM RULE

“Treat others the way *you* want to be treated”

V.

“Treat others the way *they* want to be treated”

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TRUST

**Don't expect trust from
your people if you don't
trust them.**

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WHAT IS LEADERSHIP?

Leadership is what you make of it—are you going to
be a leader or boss?

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