

**NWCG CURRICULUM MANAGEMENT ISSUE PAPER #104**  
**MODIFICATION OF COURSE NAME AND TARGET AUDIENCE FOR**  
**L-480, INCIDENT MANAGEMENT TEAM LEADERSHIP**  
**October 9, 2009**

**BACKGROUND**

The original intent of L-480, Incident Management Team (IMT) Leadership was to provide leadership training to current and future IMT command and general staff. This course was developed under this title and is now starting its fourth year of presentations. The objectives and target group are outlined in the Field Manager's Course Guide (FMCG) as follows:

- Objectives:
- Introduction of successful leadership
  - Demonstrate communications skills for leaders
  - Understand command presence for a leader
  - Understand situational awareness, vision and change
  - Understand leadership skills within a team environment
  - Understand recognition and reward
  - Learn mentorship, coaching and delegation

Target Group: Current unit leaders and IC type 3 personnel who desire to become qualified as type 2 command staff, general staff, and incident commanders.

**CURRENT STATUS**

A review of post-course student evaluations reveals that the course has been very well received. However, it was also noted that the course content, although highly valuable and well presented, is much broader in scope than the title would suggest. In fact, it has been found that the content is quite applicable to a large segment of personnel other than just personnel who desire IMT membership. It has been suggested that many organizational team leaders (mid- to upper-level managers) would benefit greatly from this training despite the fact that they will never participate as IMT members. Class participation confirms this suggestion as course participants continuously include WFOSs, AFMOs, FMOs, and some Agency Administrators who may or may not have the time to become IMT members. However, they felt the training was very applicable to their position responsibilities.

**RECOMMENDATION**

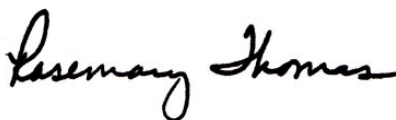
The Leadership Committee and the L-480 Steering Group recommend the name of the course be revised to **L-480, Organizational Leadership in the Fire Service**, and the target group be revised to read, **"Current ICS unit leaders and Type 3 personnel who desire to become qualified as Type 2 command and general staff, as well as mid- to upper-level organizational leaders."**

**IMPLICATIONS**

- Nine edits to the course title in the next revision of the PMS 310-1.
- Edits noted above to the next revision of the FMCG.

**APPROVED** / **DENIED** (circle one)

**SIGNATURE**



October 21, 2009

---

**TWT Chair**

---

**Date**

cc: Chair, IOSWT

Unit Leader, NWCG Development  
IQCS Program Lead