

NWCG LEADERSHIP COMMITTEE/CMUL CONFERENCE CALL

November 17, 2020

Agency Representatives Present: John Wood, Co-Chair (USFS); Mike Ellsworth (FWS); Shane Olpin (USFS); Mark Stanford (NASF); Melissa Forder (NPS); Adrian Greyshield (BIA); Maeve Juarez (IAFC, acting); LJ Brown (BLM, acting and L-381 CML)

Ad Hoc: Deb Fleming (BLM), NWCG Coordinator; Ashleigh D'Antonio (USFS), L-180/L-280 Co-CML; Brandon Selk (USFS), L-180/L-280 Co-CML; Joe Williams (USFS), L-380 Co-CML; Matt Lynde (USFS) Co-CML; LJ Brown (BLM), L-381 CMUL; Jim Shultz (NPS), L-480, Co-CML; Paul Cerda (FWS), L-480, Co-CML; Jay Wickham (NASF – West Region); Aaron Mielke (NASF – Northeast Region; Monica Morrison (USFS), *Leading in the Wildland Fire Service*; Justin Vernon (USFS), Professional Reading Program

Advisors/Liaisons/Guests: Alexis Waldron (USFS), advisor; Amy Skraba (BLM), GATR liaison; Travis Dotson (NPS), LLC liaison; John Hill (USFS), historian/notes; Ted Adams (USFS), booster shots; Whitney Dean (USFS), guest; Thom Taylor (USFS), guest

LEADERSHIP CURRICULUM MANAGEMENT SUBCOMMITTEE

CURRICULUM MAPPING UPDATE

(ELLSWORTH)

- D'Antonio and Selk have completed revisions to the L-180/L-280 portion of the curriculum map.
- Olpin confirmed that the L-481 mapping is complete.
- The curriculum map can be found in the [NWCG LC Teams – Leadership Curriculum Management](#).

ACTION: Review the curriculum map and finalize the alignment accuracy and report completion to task to John Wood by January 31, 2021. (All CMLs)

LEADERSHIP LEVELS UPDATE

(ELLSWORTH)

- Pam McDonald converted the leadership levels spreadsheet into a more reader-friendly document. Mike will work with Deb Fleming and Nancie Turner for website placement.
- Mike Ellsworth presented the leadership levels to the NWCG Executive Board who in turn approved the levels.
- Mike will coordinate with Deb Fleming on the next steps on vetting position stewards and IPD incorporation. Mike hopes to have completed in 2021.

L-180/L-280

(D'ANTONIO/SELK)

- Started working on rewrites. Recruited Whitney (Cricket) Dean to assist.
- Inquired as to the status of the revision of the values and principles. (See page 3.)
- Funding approval in the FY21 NWCG budget was for online updates and Spanish conversion. Publication Management Unit personnel, in coordination with Jesse Bender, will assist with the instructor-led materials.

L-380

(WILLIAMS/LYNDE)

- Standing by for curriculum map revisions from other CMLs.
- Changes to the L-380 course criteria have been paused. Unsure of next steps.

ACTION: Reengage with Eric Walker and John Wood regarding the process for curriculum changes, including design criteria and individual versus package approach for changes. (Joe Williams & Matt Lynde)

L-381

(BROWN)

- Jake Acherberg was approved as an L-381 lead instructor for the Pacific Northwest package; Acherberg has taken a job outside the federal service.

ACTION: Reach out to the Pacific Northwest to ascertain Jake Acherberg's status as L-381 lead instructor and communicate any changes to Deb Fleming and Nancie Turner by December 31, 2020. (LJ Brown)

- LJ questioned recommendations from the NWCG Training Delivery Committee (TDC) that L-380, L-381, and L-480 be delivered only in-person with COVID-19 mitigations. Have approved providers had been contacted expectations? Who, if anyone, has set up the expectations for in-person deliveries? How will expectations be rolled out? Will mitigations be put on the providers?
 - Deb Fleming suggests following up with the TDC co-chairs.
 - Shane Olpin discussed how the USFS is handling the issue within the IDIQ L-380 contract.
 - Mike Ellsworth and Amy Skraba, the GATR representative on the TDC, stated that the list of in-person courses was recommended and not mandated.
 - The LCMSC may need an additional call to discuss ways forward.

L-480

(CERDA)

- Will be working on the curriculum map for L-480.
- Paul Cerda will speak with Jim Shultz and send out an update if necessary.

L-481

(OLPIN/RISKO)

- L-481 remains static.
- Not aware of any deliveries.
- Reviewed a potential candidate for a package; material seems to be a better fit for L-480.

L-580

(ELLSWORTH)

- Will confer with agency leads on potential approval of Mission-Centered Solutions *Crisis in Leadership* course (the traveling version of the San Diego County Megafire Case Study) as an L-580 event.
- Federal agencies did not participate in the Gettysburg Staff Ride in 2020. Some local and state agencies did participate. Discussions will occur soon regarding 2021 deliveries.
- Options are being discussed for who will provide course coordination for L-580.

LIAISON UPDATES

NWCG Coordinator Update

(Fleming)

- Jeremy Sullens was selected as the new NWCG Program Manager, replacing Sean Cross.
- Katy O'Hara is a new NWCG Coordinator; no impact on the LC.
- NWCG will hold their virtual meeting in February. **(John Wood)**
- The Training Delivery Committee was stood up a few months ago.
- FY22 funding requests are due by January 22, 2021. **(John Wood and Eric Walker)**
- There may be excess funding in FY21; submit a request for potential needs.
- Inquired as to the status of the leadership curriculum management publication. Ashleigh and Deb will work on it over the next few months.

GATR Update

(Skraba)

- Amy Skraba has replaced Kelly Woods as the GATR liaison to the LC. Welcome, Amy. Thank you for your service, Kelly.
- GATRs are focused on traversing course delivery challenges during a pandemic. Challenges include cadre backing out and room rental cancellations by venues.

MISCELLANEOUS

Leading in the Wildland Fire Service/Values and Principles

(Morrison)

- Monica Morrison is working up new vignettes for *Leading in the Wildland Fire Service*.
- Revision of *Leading in the Wildland Fire Service* relies on finalization of the values and principles.
- Mike Ellsworth will ensure the task group (Mike Ellsworth, John Hill, Paul Cerda, and Brandon Selk, Monica Morrison) reengages to ensure principles reflect contemporary language and culture. Once the task group completes their review, Monica will submit to the agency representatives for approval and then align all versions of the values and principles throughout the WFLDP and update the publication.

Experiential Learning

(Risko)

National Staff Ride Development Workshop & Staff Ride Library

- The National Staff Ride Development Workshop (east and west) will occur in January/February.
- OMNA subject matter experts will travel to attendee locations (tentatively California, New Mexico, Wyoming) to assist building a new ride or helping past participants mitigate challenges on theirs.
- An outreach through the LLC and WFLDP social media platforms resulted in at least one potential workshop locations/group; the WFDLP, another.
- The Florida Forest Service made an 11-minute video of the Blue Ribbon Staff Ride (built during a NSRDW). George Risko is seeking permission to use the video in the toolbox and as well as tie in with the Lessons Learned Center. This will be a good tool to send out for folks interested in developing a ride.

Staff Ride Library

- Next steps for the Staff Ride Library include a map showing the local staff rides in the toolbox and updating some of the material.

Self-Development (Booster Shots)***(Adams)***

- Ted Adams has created a “booster shot” prototype which includes self-study options matched to the leadership levels. Each “shot” features three books, three videos, and three podcasts. The prototype was well-received by a few LC members; Ted will share the prototype with all LC members. A small group will meet to flesh out details.
- Ted chatted with Kelly Woods about potential housing options (LLC, website, portal) for the tool.

Thirty-Mile 20th Anniversary (2021) Video***(Morrison)***

- The Thirty-Mile 20th anniversary video project has grown into a larger USFS-focused project:
 - The local forest will host an anniversary event.
 - Redmond IHC plans to host an annual staff ride event, beginning in July 2022.
 - Working through the LLC for a suite of items for Week of Remembrance 2021.
 - Additional footage will be captured during the anniversary event.
- Out of the \$30,000 budget for the project only \$600 was used to create a Google flyover (\$27,000 was returned).

Paul Gleason Lead by Example Award***(Cerde)***

- Paul Cerde will be sending a request to agency representatives to encourage nominations and to solicit volunteers for the LBE Selection Committee which will meet virtually in January 2021.
- Nominations are due December 31, 2020.

Wildland Fire Leadership Campaign***(McDonald)***

- The 2020 campaign concludes December 31, 2020.
- The 2021 Wildland Fire Leadership Campaign – *Sharpening Your Tools* will be a tribute to the 20th anniversary of the WFLDP.
 - All ad hoc members will be asked to contribute material for their tool(s). Tools will be showcased throughout the year.
 - During the month of January, Pam McDonald will showcase the South Canyon fire, the Wildland Firefighter Safety Awareness Summit, the Wildland Firefighter Human Factors Workshop, the TriData study, and the Leadership Task Group report.

Learning in the Wildland Fire Service***(Dotson)***

- *Learning in the Wildland Fire Service*, inspired by *Leading in the Wildland Fire Service*, is [available on the LLC website](#). A decision will be made as to whether it should become an official PMS publication.

Forward Thinking with Social Media***(Ellsworth)***

- Pam McDonald mentioned that Facebook has stagnated. There is still great interaction with followers, but numbers remain at about 17,500. BLM may soon allow a limited number of Instagram accounts; Pam is hopeful the WFLDP will get an account.
- Mike Ellsworth and Pam discussed the need for revitalizing a communication plan and reaching out to potential partners (LLC and NWCG) for cross sharing of information. Alexis Waldron mentioned partnerships with universities.

NWCG LEADERSHIP COMMITTEE

Assigned Areas of Functional Responsibility

Liaisons

- NWCG – Deb Fleming
- Geographic Area Training Representative – Amy Skraba
- IHC – Jay Wood
- NAFRI – TBD
- Smokejumper – Brent Morrison
- Wildland Fire Lesson Learned Center – Travis Dotson

Curriculum Management Unit

- Refresher Training – Travis Touchette
- L-180/L-280 CMU – Brandon Selk and Ashleigh D’Antonio
- L-380 CMULs – Joe Williams and Matt Lynde
- L-381 CMUL – LJ Brown
- L-480 CMULs – Jim Shultz and Paul Cerda
- L-481 CMUL – Shane Olpin and George Risko
- L-580: Mike Ellsworth

Online Leadership Toolbox Task Team Leads

- After Action Reviews – LLC w/Travis Dotson
- Briefing and Intent – Joe Williams and Matt Lynde
- L-280 Field Leadership Assessment Course – Brandon Selk and Ashleigh D’Antonio
- LEAD Time – Andrew Addey
- Leaders We Would Like to Meet – Jenn Smith
- Leadership Media – Travis Touchette
- Mobile Applications – John Wood
- Professional Reading Program – Justin Vernon
- Self-Development Plan – Monica Morrison; Booster Shots: Ted Adams
- Social media: Blog/Facebook/Twitter – Pam McDonald and Justin Vernon; YouTube Playlist – LLC/Travis Dotson, NIFC/Jenn Smith
- SOP Guide – Brent Morrison – Lead, Aaron Mielke and Jay Wickham
- Staff Ride Library – George Risko
- TDGS Library – LLC w/ Travis Dotson

Miscellaneous Functional Areas

- Gleason Lead by Example Award – Paul Cerda
- Leadership Program Presentations – LSC Chair
- *Leading in the Wildland Fire Service* – Monica Morrison
- Logistics Coordinator – Host agency
- Budget – LSC Co-Chairs
- Record Retention – All Members and John Hill/Pam McDonald
- Webmaster – NWCG
- Wildland Fire Leadership Campaign – Pam McDonald

Approval Process for Committee Membership and Meeting Attendance

- Agency Representative membership approval – Parent Group
- CMU Lead approval – Agency Representatives
- Ad Hoc membership approval – Agency Representatives
- Guest meeting attendance approval – Courtesy notification to the LSC Chair and Logistics Coordinator

Leadership Committee Historical References and Websites.

- [*Findings from the Human Factors Workshop*](#) – November 1995/July 1996
- [*Wildland Firefighter Safety Awareness Study*](#) – October 1998
- [*Report of the Leadership Task Group to the TWT*](#) – February 2001
- [*Firefighter Life Safety Summit Initial Report*](#) – April 2004
- [OFCA legacy panel video](#) – December 2019
- [WFLDP website](#) and social media platforms ([Facebook](#), [Twitter](#), [Blogger](#))
- [NWCG Leadership Committee website](#) (rosters, meeting minutes, etc.)