

NWCG Leadership Committee Meeting

Conference Call Meeting Minutes

November 30th, 2021 • 0800 PST

Agency Representatives Present: John Wood Co-Chair (USFS); Mike Ellsworth Co-Chair (FWS); Melissa (Missy) Forder (NPS); Adrian Grayshield (BIA); Richard Putman (BLM); Carlos Noise (BIA); Maeve Juarez (IAFC)

Ad Hoc: Pamela McDonald (BLM); Emily Webb (NAFRI); Lester Brown (LJ) (BLM); Ashleigh D'Antonio (USFS); Deborah Fleming (BLM); George Risko (NASF); Justin Vernon (USFS); Joe Williams (USFS); Matthew Lynde (USFS); Travis Touchette (BLM); Heath Cota (USFS)

Advisors/Liaisons/Guests: Travis Dotson (NPS) LLC liaison; Ted Adams (USFS); Jared Peak (USFS); Kelley Woods; Amy Skraba (BLM), GATR Liaison; John Hill (USFS)

AGENDA/EXPECTATIONS/ANNOUNCEMENTS

(WOOD)

- LC is looking for two individuals to help participate with the NWCG data standard stewards for 15 leadership terms that the LC is the steward of.

ACTION: Provide two individuals to be stewards for NWCG data standards.

LEADING IN THE FIRE SERVICE, PMS 494-2 UPDATE

(WOOD)

- “Principles” in the *Leading in the Fire Service* have been evaluated, and the consensus is to leave the “Principles” as is.
- Revising the vignettes to be more current.
- Focus on forming a work group, and provide additional help.

MENTAL HEALTH AND WELLNESS UPDATE

(WOOD)

- The Mental Health and Wellness Committee is setup, and future coordination with this group is recommended.
- The Incident Operations Subcommittee added a page for the future IRPG.
- Mental Health Committee releasing a video around the first of the year.

LEADERS WE WOULD LIKE TO MEET PODCAST UPDATE

(WOOD)

- Interviews are being gathered for a podcast style delivery.
- Current focus on increasing the amount, and type of interviews.
- An interview has been completed with Tom Taylor, and time permitting will be edited.
- Group is setup to facilitate virtual interviews for information gathering.

L-180 & L-280 UPDATES

(D'ANTONIO)

- L-180 and L-280 have both had their Objectives/ Unit-Objectives updated, and currently new content is being worked on.
- The next step is to hand the new material off to NWCG Training Unit to create story boards, and the end product.
- A Spanish translation is planned for L-180 after the changes have been made.
- The work group is planning to meet to work on these content changes.
- Both courses are in the same place, with the expectation that L-180 revisions will go faster.

BOOSTER SHOTS UPDATE

(ADAMS/DOTSON)

- 12 draft “Booster Shot” lessons have been completed and upload to the website.
- The plan for rollout is to upload them onto the Blog where they will be revisited and refreshed.
- Request for additional help, and date to develop the final 3 “Booster Shots.”

ACTION: Review and approve Booster Shot drafts by December 18th, 2021.

LEADERSHIP LEVELS UPDATE

(ELLSWORTH)

- Leadership Levels allow for the categorization of leaders, and a way for one to gauge their growth.
- The project is 99% completed.
- Executive Board meeting approved the final version of Leadership Levels.
- On the IPDs of every position, there will be a corresponding Leadership Level.
- Leadership material is available so individuals can go back and reference in relation to their position.

ROSTER MANAGEMENT UPDATES

(WOOD/HILL/MCDONALD)

- Responsibility of roster maintenance per NWCG falls to committee chairs.
- Necessary to keep roster updated on website, and a process by which this is accomplished.
- Self-submitting edits on the webpage is possible.

WFLDP CAMPAIGN UPDATES

(MCDONALD)

- There is a lot going on behind the scenes of the Leadership Committee.
- Moving forward into 2022, the program will be focused on “Learning in the Wildland Fire Service.”
- The Campaign will use “Booster Shots” and Podcasts moving forward next year.

NWCG UPDATES

(FLEMMING)

- Waiting for positions to be filled due to retirements and approximately 60% occupancy in positions.
- Expecting an influx in funds to get training up to date, and the program back to capacity.
- System improvement efforts are looking at the “Next-gen Taskbooks,” and other training requirements.
- No “full on” NWCG annual meeting this year is planned.
- Executive Board meetings are planning to highlight different committees in order to give the board more exposure to what is happening among various committees.

NEW AGENCY REPRESENTITIVES

(WOOD)

- Mark Stanford (Texas Forest Service), and Shane Olpin’s (USFS) retirements necessitate new connections and LC representatives.
- The Paul Gleason “Lead By Example” (LBE) award was championed by Mark Stanford in the past, going forward it is unclear how this will look with his retirement.

LEAD BY EXAMPLE AWARD

(ALL)

- The LBE award needs a wide-reaching campaign due to the awards lack of recognition and awareness.
- Making the nomination form more accessible may increase submission rates.
- Opportunity to highlight the history of the award, and Paul Gleason.
- Paul Gleason’s first wife is suing the Government over the use of LCES.

EYES FORWARD

(WOOD)

- Need to look forward to the next generation of Wildland Fire Leadership Development Program contributors.
- Jim Cook was instrumental to establish early collaboration with suppression groups.
- The permanent workforce is going to get larger, and with that there are many unknowns with how this will roll out.
- Potential to create an academy type “hire to retire” program with multiple academies.
- The LC will be instrumental in all aspects of the future expanding Wildland Fire Service moving forward.
- National Training officers are examining future funding and expansion of the Wildland Fire Service.

LC MEMBERSHIP

(WOOD)

- The LC is being disrupted by retirements, and membership change.
- If the LC becomes disconnected with the “boots on the ground,” the LC could lose its way as a committee.
- Shane Olpin retired, and the subsequent vacancy will be outreached, and is an important position in relation to the LC.

- Moving forward, the LC needs to be prepared to adjust to membership changes through planning.
- LC members and contributors need to plan their committee succession, and retirement timelines.
- Ad-hoc members are given the opportunity to “dip their toe” in order to see the LC process.

MULTI LEVEL LEADERSHIP ACADEMYS

(ELLSWORTH)

- There is a dilemma pushing leadership into the forefront of the Wildland Fire Service.
- There is currently Fire Engine specific academies in specific regions that could serve as a blueprint for a Leadership Academy.
- A part of the succession management strategy is to increase the FTE (Full Time Employee) appointments.

RECOGNITION OF RETIREES

(MCDONALD)

- Retirees and successional planning may be a larger topic than we appreciate as the LC.
- Mark Stanford, Shane Olpin, and Brian Fennessy (all not present) receive LC recognition awards for their service to the LC, and Wildland Fire Service.
- Funding for awards and recognition are not provided by NWCG.

EXPERIENTIAL LEARNING

(ELLSWORTH)

- Experiential Learning Sub-Committee is an existing idea that brought staff rides, tactical decision games, and sand tables all under one umbrella sub-committee group.
- The intent of the potential Sub-Committee would be to solidify all experience-based learning under one group.
- The potential group could find new ways to deliver information, and assist in the work load associated with staff rides.

ACTION: Next in-person meeting, Experiential Learning Sub-Committee will be addressed.

CURRICULUM

(ELLSWORTH)

- Jake Akerberg (NPS) is coming in to help with L-380, and is an instructor for both L-381/L-381.
- L-180 will hopefully be made into a Spanish version after the edits are completed.
- L-380 is static and stable, and the Montana DNR has looked into doing an agency delivery.
- L-381 is static, and a plan is in place to work on elements.
- L-480 is static, but not stable due to limited delivery and impending retirement of Booster.
- The need for additional vendors for L-480 is needed.

- L-481 is static and stable, and MCS is still the only vendor.
- L-481 needs a second CMUL lead.
- L-580 had two deliveries this fall, with more planned next year.
- MCS delivery of “Leading in Crisis” in Reno, NV will be coordinated by NAFRI.
- There is a need to re-examine who the audience is for L-580, and what the pre-requisites for L-580 should be.

STAFF RIDE WORKSHOP

(RISKO)

- The Experiential Learning Sub-Committee was discussed with the GATR group.
- Assistance is needed for both the East and West Coast delivery.
- There is a conflict between L-580 and Staff Rides and how they are delivered.
- The Staff Ride Workshops can help facilitate all types of staff rides, not just fire.
- Mack Lake was an original staff ride, and it was revamped and is close to a virtual delivery option.
- Jared Peak will help as a co-lead for Staff Rides.
- A new contract is in place with 3 vendors specified.

REF. MATERIALS FOR BECOMING AN L-COURSE PROVIDER

(D’ANTONIO)

- The document has been passed off to NWCG to put the web links on the website, and is live on the website.
- Design criteria on the website now has links which provides users with reference material for becoming an L-Course provider.

INTENT DOCUMENT

(WOOD)

- Expect to revisit the LC intent, and mission strategy document during the next LC in person meeting.

ACTION ITEM LOG

(HILL/WOOD)

- Review Action Item log, and distribute to LC members at the conclusion of meeting.

Meeting Concludes at 1206 PST