Dec. 7-8, 2022  Monterey, CA

Fire Chiefs Leadership SEMINAR

Find session materials online @ www.calcities.org/FCLeadershipSeminar
Wi-Fi is provided to access session materials.
Network: Cal Cities
Passcode: 1898Monterey
**WEDNESDAY, DEC. 7**

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| 7:00-8:30 a.m. | Breakfast On Your Own  
Check the Hyatt Regency Monterey dining page for breakfast options. Room service is also available. |
| 8:00 a.m.-6:00 p.m. | Registration Open  
Regency Foyer |
| 8:00 a.m.-6:30 p.m. | Premium Sponsor Tables Open |
| 8:15-8:30 a.m. | Fire Chiefs Department Opening Remarks and Business Meeting  
Regency Ballroom 4-6 |
| 8:30-9:45 a.m. | Using a Coaching Mindset to Increase Fire Team Performance  
Regency Ballroom 4-6  
What if the elements that make directive leadership work during an incident are stifling your fire team’s growth and development when applied to day-to-day management? Incident commanders must be able to direct their teams with maximum clarity and efficiency. And yet, this same approach when applied outside of a crisis can impede learning and create dependency. Effective public safety leadership requires the ability to pivot between a command-and-control style to an approach grounded in a coaching mindset. During this interactive session you will learn how to utilize coaching techniques to unlock peak performance across all levels of your organization. Once embedded in your leadership style and the department’s culture, the cascading effects of a coaching mindset will free up your top leaders to focus on an even higher vision.  
**Moderator:** Alexander Hamilton, President, Cal Cities Fire Chiefs Department and Fire Chief, Oxnard  
**Speaker:** Jennifer Coyle, President, North Star Consulting, Inc. |
| 9:45-10:15 a.m. | Visit with Sponsors  
Regency Foyer  
Visit with several vendors offering products and services to benefit you and your city. Coffee, tea, and water will be available. |
| 10:15-11:25 a.m. | EMS Updates from Across the State  
Regency Ballroom 4-6  
Receive an update on key EMS issues happening across the state. Updates will include a focus on legislation, APOT, EMSA Strategic Plan, EMS Commission, Community Paramedicine, ambulance RFP processes, IGT/GEMT status, and other hot topics.  
**Moderator and Speaker:** Dan Stefano, Department Director, Cal Cities Fire Chiefs Department and Fire Chief, Costa Mesa Fire & Rescue  
**Speakers:** Kurt Henke, Principal/Managing Partner, AP Triton, LLC  
Kristin Thompson, EMS Division Chief, Newport Beach |
| 11:25-11:35 a.m. | Break |
| 11:35 a.m.-noon | Cal Cities Legislative Update  
Regency Ballroom 4-6  
Receive a rapid-fire update on the most important bills to city fire departments importance of the relationship. Then, learn how the League of California Cities can be a resource for you in the future.  
**Moderator:** Alexander Hamilton, President, Cal Cities Fire Chiefs Department and Fire Chief, Oxnard  
**Speakers:** Elisa Arcidiacono, Legislative Representative, League of California Cities  
Russell Noack, President/Managing Partner, Public Policy Advocates, LLC |
| noon-1:00 p.m. | Networking Luncheon  
Spyglass |
WEDNESDAY, DEC. 7

1:15-2:15 p.m.  **Difficult Conversations: Way to Bypass Conflict**  
Regency Ballroom 4-6  
Issues and complaints are often escalated through the chain of command or a grievance process that could have otherwise been avoided. Had these problems been addressed through a direct conversation with a supervisor or colleague, then attorneys, union representatives, and administration need not get involved. However, many employees are at a loss on how to handle workplace conflict, and jump directly to more extreme measures. Two attorneys from Oppenheimer Investigations Group will discuss different communication techniques utilizing role play and case studies.  
**Moderator:** David Spencer, First Vice President, Cal Cities Fire Chiefs Department and Fire Chief, Auburn  
**Speakers:** Christina Ro-Connolly, Partner, Oppenheimer Investigations Group LLP  
Zaneta Seidel, Attorney Investigator/Partner, Oppenheimer Investigations Group LLP

2:15-2:30 p.m.  **Visit with Sponsors**  
Regency Foyer

2:30-3:45 p.m.  **Behavioral Health and the Fire Service**  
Regency Ballroom 4-6  
Receive an update on current and emerging behavioral trends for the fire service.  
**Moderator:** Alexander Hamilton, President, Cal Cities Fire Chiefs Department and Fire Chief, Oxnard  
**Speakers:** Kevin Greene, EMS/Health & Safety Director, California Professional Firefighters  
Dr. Stephen Odom, PhD, First Responder Wellness, Shift Wellness, & The Counseling Team  
Ryan Sharma, Associate Professor, Director of Clinical Training, California Lutheran University

3:45-4:00 p.m.  **Visit with Sponsors**  
Regency Foyer

4:00-5:15 p.m.  **Diversity, Equity, and Inclusion: Effective Tools for Succession Management**  
Regency Ballroom 4-6  
Does your organization struggle with recruiting a diverse workforce? Do you have a succession management plan? Have you embraced and does your agency practice diversity, equity, and inclusion (DEI)? Discover answers to why and how DEI can be utilized to enable your organization to be more attractive to qualified applicants and to retain the talent you already have. Hear fire service leaders’ experiences with these topics, including what has worked for them and what has fallen short.  
**Moderator:** Kurt Latipow, Retired Fire Chief, AP Triton, LLC  
**Speakers:** Curtis Jacobson, Fire Chief, Fremont  
Pat Lynch, Senior Associate, AP Triton, LLC  
Marianna Marysheva, City Manager, Livermore

5:15-6:30 p.m.  **Joint Networking Reception**  
Regency Foyer  
Make new friends and catch up with old ones while enjoying delicious appetizers and tasty beverages during the evening networking reception. This joint reception is open to attendees from all three Cal Cities conferences: the Fire Chiefs Leadership Seminar, Municipal Finance Institute, and City Clerks New Law and Elections Seminar. It’s the perfect opportunity to form support networks inside and outside your profession.
THURSDAY, DEC. 8

8:00-11:30 a.m.  Registration Open
Regency Foyer

8:00-9:00 a.m.  Breakfast Buffet
Regency Foyer

8:30-9:45 a.m.  See Change Clearly: Building Resilient Fire Department Teams
Regency Ballroom 4-6
Bestselling author and former local government executive will help you reenergize and align your department. You will learn how to leverage the experiences of the last two years to create a path of connection, impact, and excellence. After the session, you will be equipped with new and innovative tools to refuel empty tanks, build a high performing team, and harness personal and professional resilience.

Moderator: Alexander Hamilton, President, Cal Cities Fire Chiefs Department and Fire Chief, Oxnard
Speaker: Jacob Green, President/CEO, Jacob Green and Associates

9:45-10:00 a.m.  Break

10:00-11:15 a.m.  Key Ingredients to Working With Your City Manager
Regency Ballroom 4-6
A key component to the success of a fire department, and the fire chief, is working with the city manager. What are the essential ingredients in that important relationship, to maximize building support at a community level? What components contribute to a healthy partnership? Hear from panel of city managers and fire chiefs as they discuss their experience and recommendations related to this important working relationship.

Moderator: Jeff Boyles, Immediate Past President, Cal Cities Fire Chiefs Department and Fire Chief, Newport Beach
 Speakers: Kerri Donis, Fire Chief, Fresno
Rene Mendez, City Manager, Watsonville
Gaudenz Panholzer, Fire Chief, Monterey
Nat Rojanasathira, Assistant City Manager, Monterey

11:15-11:30 a.m.  Concluding Remarks and Adjourn
Regency Ballroom 4-6
Speaker: Alexander Hamilton, President, Cal Cities Fire Chiefs Department and Fire Chief, Oxnard

Please take a moment to share your thoughts on the seminar by scanning this QR code.

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2022 – 2023 Department Officers
President, Alexander Hamilton, Fire Chief, Oxnard
First Vice President, Dave Spencer, Fire Chief, Auburn
Second Vice President, Adam Loeser, Fire Chief, Fullerton
Director, Dan Stefano, Fire Chief, Costa Mesa
Past President, Jeff Boyles, Fire Chief, Newport Beach
FLOOR PLAN

Second Floor, Conference Center

First Floor, Conference Center

Save The Dates:

2023 ANNUAL CONFERENCE AND EXPO
Sept. 20 - 22 | SAFE Credit Union Convention Center, Sacramento

2023 FIRE CHIEFS LEADERSHIP SEMINAR
Dec. 13 - 14 | San Diego Mission Bay