



# The “Set-Up” of Successful Leadership 2.0

*Being at the Right Place at the Right Time is No Coincidence*

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Presented by  
**Fire Chief (ret.) Brian A. Crawford**

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# What is leadership?

*All have inherent leadership ability and know the right thing to do...*



# The Set Up



*It is not going to be easy but if willing to put in the hard work, I guarantee, you will be more successful than you could ever imagine*



**Love what you do and  
give it your all**

*Attitude is a choice and  
your choices have put  
you right where you are*





# Emotional Intelligence

*Leaders must transition from being responsible for the job, to being responsible for the people who are responsible for the job.*



# Courage over Comfort - Hard Truths about Your Organization

*Daring leaders say the unsaid, unsurfaced what has been pushed down, and bring to light the stuff that's in the shadows and corners of their organizations.*

Brene Brown



# Lifestyle of Leadership

*Your character does not  
take a break when you  
leave the station or take  
your uniform off*





# Do the Best Job at the Job You Are In

*Character is build over time  
of struggle and challenge -  
appreciate where you are in  
your journey, even if it's not  
where you want to be. Every  
season serves a purpose.*



# Never be satisfied or afraid to fail

*“If you are content with  
yourself, you’ll stop taking  
those little steps forward and  
begin taking big steps  
backward.”*



## **PLANO FIRE-RESCUE VISION STATEMENT**

*“Our very best starts today, together,  
and never ends in building the  
greatest life and property saving fire  
service in the country”*

1. "I wouldn't be where I am now if I didn't fail ... a lot. The good, the bad, it's all part of the success equation." - *Mark Cuban*
2. "It's fine to celebrate success but it is more important to heed the lessons of failure." - *Bill Gates*
3. "I knew that if I failed, I wouldn't regret that, but I knew the one thing I might regret is not trying." - *Jeff Bezos*
4. "Everyone experiences tough times; it is a measure of your determination and dedication how you deal with them and how you can come through them." - *Lakshmi Mittal*

# Resiliency

"A resilient leader is someone who is able to bring themselves, their team, and their organization through difficult times and continue to thrive while doing so. That doesn't mean that difficult times become easy, but it does mean they become meaningful, productive, and high-growth experiences."

Madelyn Blair Ph.D.



# Face Problems Head- On with 360° Evaluation and Confrontation

*Emotional Intelligence and  
Professional Maturity*

# Decision Making

Citizens

Department

Divisions

Groups

Individual(s)

Self



# Accountability / Personal Responsibility

*Accountability is hard.*

*Blame is easy.*

*One builds trust*

*The other destroys it.*

Simon Sinek



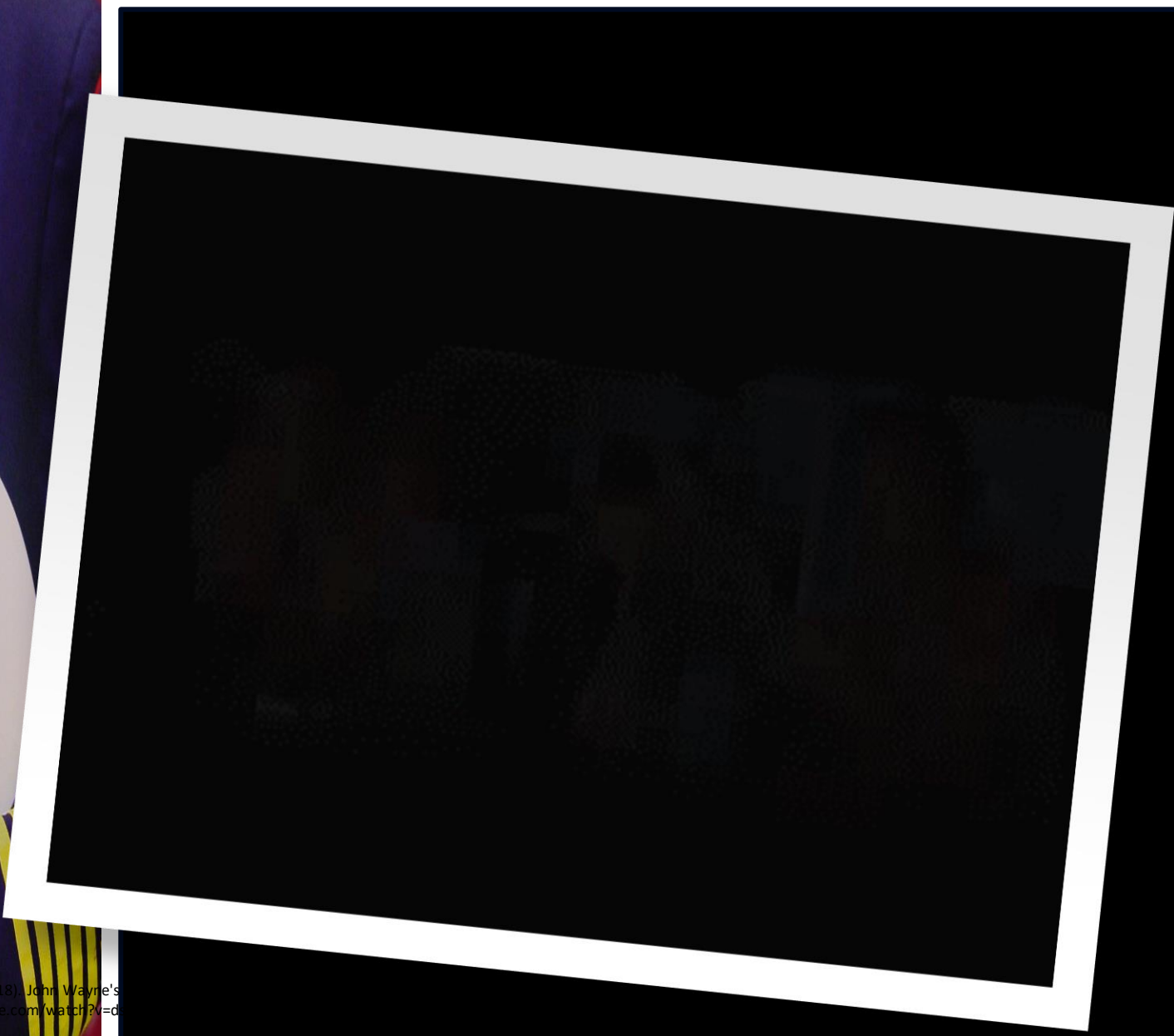
# Taking Personal Responsibility





# Discipline

*One of a leader's greatest but  
often misused tools*



Porfle Popnecker(2018), John Wayne's  
<https://www.youtube.com/watch?v=d>



Look, its not rocket science. If you want to always be the nice guy, you cannot hold a position of leadership and be everyone's friend, make everyone happy and be Mr. Popular. It just doesn't work.



## Surround Yourself with the Smartest, Most Talented, and Positive Minded People You Can Find

*Surround yourself with people that push you to do better. No drama or negativity. Good times and positive energy. No jealousy or hate. Find those that bring out the best in each other.*

Warren Buffett



# Succession Planning

*Firefighters cannot always see what's ahead for them in their career, so you have a responsibility to prepare and even "push" them to set and reach career goals*



# Time Zone for Success

*There is no "perfect" time to begin a new or change an old career path to success. It is never too early or too late. It is only you that can make it happen.*



Porfle Popnecker(2018), John Wayne's  
<https://www.youtube.com/watch?v=d>







# The “Set-Up” of Successful Leadership

*10 Absolutes*





# 10 Leader *Absolutes*

- Never fail to lead — or someone else will.
- Be firm but fair and treat all with dignity, respect, and with a level of importance that will surprise them.
- Understand that you cannot do it all nor can you please everyone.
- Don't rush to judgment. Patience is the sign of a true leader. Thoroughly look at all issues not requiring a quick judgment before making a final decision.
- Always treat your people as your greatest resource and never take them for granted.



# 10 Leader *Absolutes*

- Be vulnerable - never be afraid to admit you're wrong or be afraid to fail. Without failure there can never be success.
- Always give credit to others when things go right in your department.
- Always take responsibility when things go wrong in your department.
- Know it will always be something.
- Always expect and position others for greatness.

# Leadership

As leaders, we choose to do the things I have spoken about today ... to improve our delivery of services in saving lives and property; to inspire and maximize the talents of our membership; and to challenge our personal skills and abilities ... not because it is easy, but because it is hard. That's what firefighters do.



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*Thank You!*

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