



DENVER FIRE DEPARTMENT

LEADERSHIP TEAM

This document is a record of the DFD Leadership Team's mission, vision, values, goals and supporting documentation

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LEADERSHIP TEAM

WHO WE ARE

- Shift Commander Bob Kmak (Executive Sponsor)
- Assistant Chief Keith Mehrens
- Captain Scott Buccieri
- Captain David Hageman
- Captain Benjamin Bramwell (Secretary)
- Captain Brac Heiss
- Lieutenant Kathy Johnson
- Lieutenant Shawn Brooks
- Lieutenant Mike Evans
- Lieutenant Kurt Buhler (Chairman)

MISSION

To identify and develop a program that positively influences the performance of the DFD by leveraging leadership & enhancing a culture of mentorship, engagement and accountability.

VISION

- 1) Create cultural alignment with a unified message from the top down and the bottom up that creates shared organizational values.
- 2) Design a pathway to personal and professional growth through a culture of mentorship and an organization that maximizes human capital from hire to retire creating:
 - An organization dominated by servant leadership that creates unparalleled competence and compassion in service
 - A culture of trust and respect that encourages 360 degree feedback, identifying problems and implementing solutions
 - An expectation of excellence that creates a sense of place and individual value in the organization and results in members taking pride and ownership at every level

DESIRE TO SERVE

COURAGE TO ACT

ABILITY TO PERFORM

GOALS

- 1) Define and communicate organizational mission, vision, and values to the DFD
 - a. Employee groups
 - b. Training staff & new recruits
 - c. Director of Safety
 - d. Civil Service Commission
 - e. Community Outreach and Recruiting
- 2) Build communication infrastructure within the DFD (create a specific feedback loop)
- 3) Create leadership curriculum to be used at all levels of the DFD

VALUES

The leadership team desires to maintain and exemplify the DFD decision making matrix:

- 1) Citizen
- 2) City
- 3) Department
- 4) Division/Unit

COMMITTEES

Due to the time constraints of only two meetings per months, it may be necessary for an issue to be addressed by a specific committee. The findings of the specific committee will be brought to the Leadership Team for evaluation.

PARTICIPATION

Every person and every opinion matters to the team. Members must make every effort to attend all meetings and complete all assignments for a minimum of five hours a month.

NEW MEMBERSHIP

When an operational need has been identified by a majority of the team, the following process will be enacted to be addressed by increased staffing:

1. Resumes and letters of intent will be accepted from interested members
2. Interviews will be conducted by the Leadership Team
3. Prospective members will be voted in by a majority of the team
 - a. If a person is not accepted, they will be issued feedback as to why

MEETING CODE OF CONDUCT

Each of us are here because we care about our mission as an organization and we want to make it better. It is likely that we will have differences of opinion about how we accomplish this goal. We all enter into this process understanding that an attitude of compromise is likely required. To ensure that we get the richest possible input and participation, we must all agree to a set of rules that will govern our interactions.

- 1) We will show respect to everyone on our team.
- 2) Team members will not raise their voices or physically exert their influence (standing up, slamming the table, etc.,).
- 3) Each team member will have equal footing.
- 4) We will each seek first to understand what a team member's position is, before we disagree (clarifying questions are the route to understanding).
- 5) Each team member will share their thoughts and ideas on the topic at hand and will not be interrupted.
- 6) If any team member does not show respect or interrupts, they will be given a time out and will not participate in the topic being discussed.
- 7) Due to the time sensitive nature of our monthly formal meeting, all members will be asked to attempt to keep comments to five minutes. After the three and a half minute mark, a one minute warning will be issued, followed by a thirty second cutoff notice.