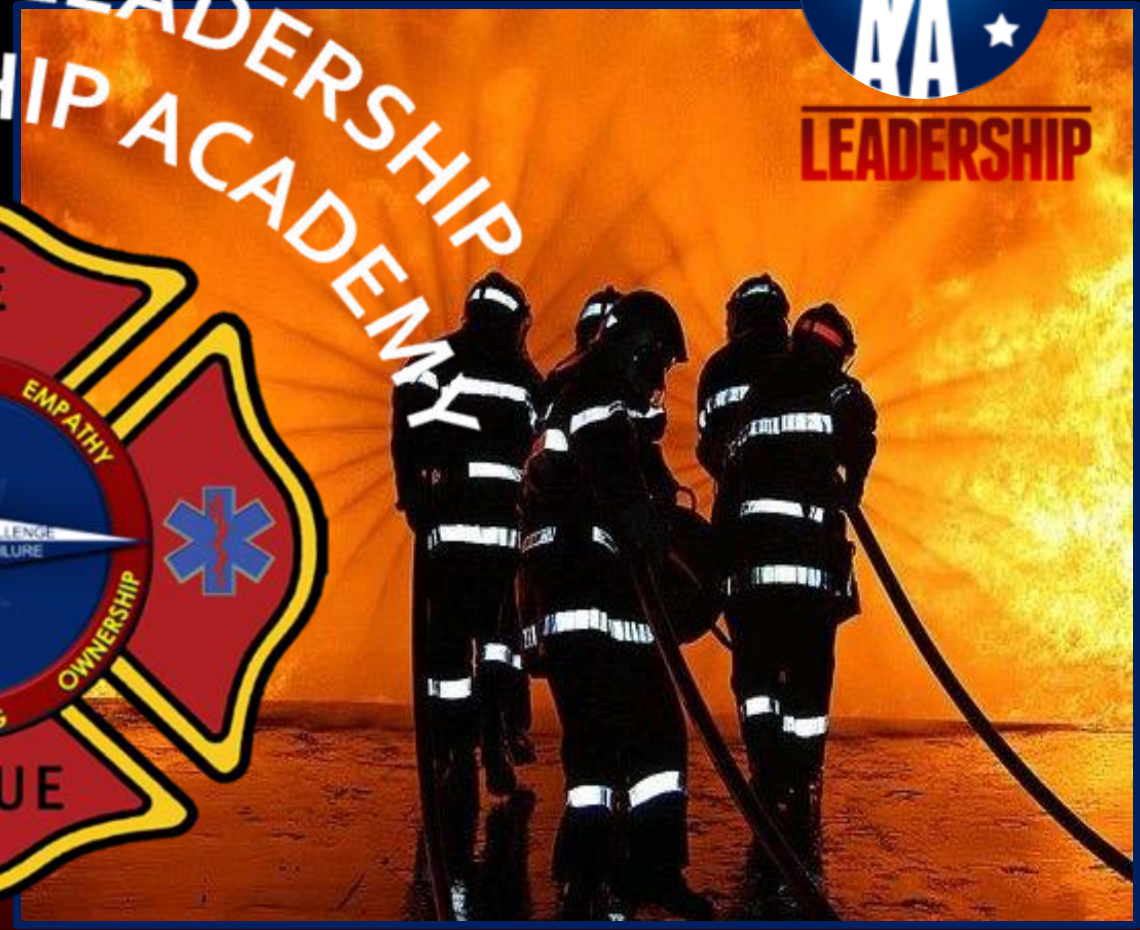




LEADERSHIP

ALL AMERICAN LEADERSHIP
FIRE LEADERSHIP ACADEMY



CLASS 012 ONLINE

Academy Overview & Program Details

Presented By All American Leadership

All American Leadership - Fire Leadership Academy

Our Purpose

Inspire, empower, and challenge leaders to develop and sustain high performing cultures

Our Ethos

Character

Empathy

Trust

Ownership

Learning



All American Leadership - Who We Are

Leadership Development from Leaders Who Have Led, including current or former:



Commandant, US Naval Academy
Deputy Commandant, US Military Academy
Commandant, The Citadel
Commanding Officer, Carrier Strike Group 9
Commanding Officer, Seal Group 2 (all SEAL Teams on the East Coast)
Director, Character & Officer Development, US Naval Academy
Exec. Director, Character & Leadership Development, US Air Force Academy
Chief, National Leadership Training for Air Force ROTC
Chief, Leadership Programs, National Medal of Honor Institute
Air Force Representative to Secretary of Defense on Ethics & Professionalism
Commander, Naval Special Warfare Center
Commodore, Naval Destroyer Squadrons 7 & 21
Global Expedition Leaders (Including NASA, 8 of Top 20 Business Schools)
Fire Chief, Cities of Coronado & Benicia, Assistant City Manager
City Council President, Lander, WY
VP, Ops, Blue Origin – New Shepard (Put Jeff Bezos in space 2021)
VP, Test & Launch Eng. Ops; ASTRA Space Launch Co.
Culture Leader for Southwest & Jet Blue Airlines
Chief Organizational Learning Officer, Cleveland School District
Chief Talent, Integration & Culture Officer, The Kauffman Foundation
Multiple Professors of Leadership and Organizational Development
Recipients of the Legion of Merit, Bronze Star for Valor, Purple Heart,
Vice Admiral Stockdale Leadership Award

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Why a Fire Leadership Academy?

As the fire service faces diverse and converging challenges, the demand for empathetic and principled leaders is more critical than ever.

The retirement of senior leaders, coupled with evolving community needs and varying experience levels of a younger generation creates significant challenges.

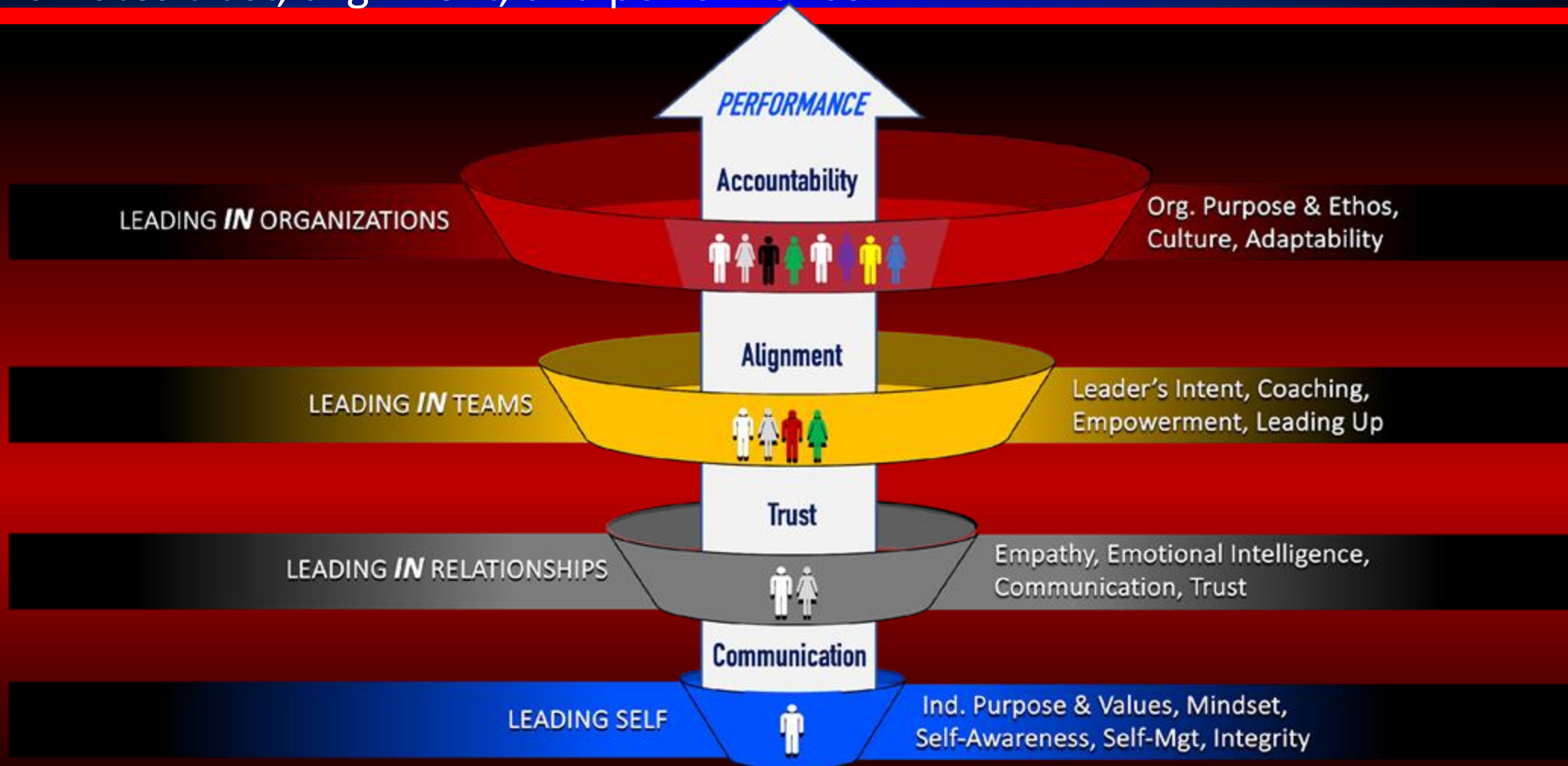
Increasing mental health and agency cohesion issues underscore the urgent need for a deliberate, strategic approach to leader development and succession planning.

The Fire Leadership Academy meets this need by developing leaders of character who connect, inspire, and lead the future of the fire service.



The AAL- Fire Leadership Academy Developmental Framework

promotes trust, alignment, and performance:



We begin with *leading self* and climb to *leading in organizations*.

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All American Leadership Fundamentals

<p>Flow</p>	<p>Mindset</p>	<p>Accountability Ladder</p>	<p>Awareness to Action</p>
<p>Expedition Behavior</p>	<p>Care - Challenge</p>	<p>Trust – Align - Perform</p>	<p>Deliberate Practice</p>

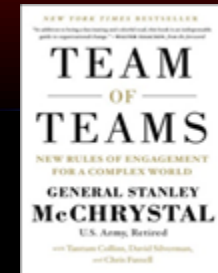
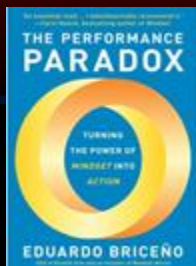
We will introduce these eight leadership fundamentals in the first session. You will repeatedly discuss, apply, present, and eventually embody them.



All American Leadership - Fire Leadership Academy

Developmental Philosophy

- Learn through a science-based progression
- Ingrain the AAL fundamentals of leadership
- Between sessions: Practice, read engaging material, watch powerful videos
- Reflect, use self-assessments, and discuss to gain self-awareness
- Address current challenges in small groups comprised of diverse ranks & departments
- Understand and apply theories behind great relationships, teams & organizations
- Less lecture and more individual thought yield deeper learning!
- Enhance your (and others') success with accountability partners
- Develop purpose and ethos—clarifying the person, teammate & leader you intend to be
- Develop and present your leadership journey, philosophy, and intended legacy



All American Leadership - Fire Leadership Academy History

Class 001 (2016): 8 participants from LA



Class 004 (2020): COVID, academy pivoted online, grew to 4 states



Classes 008-011 (2024)
1 academy online
3 academies in person (CA, CO, WA)

Class 012 (2025): Online
36 individuals now enrolling!

*Inquire if you prefer an in-person academy.
A spring 2025 LA area academy is in the planning stages.



All American Leadership - Fire Leadership Academy

Testimonials

"Before this class I had scattered thoughts of what leadership meant. AAL really gave me structure and I ended up utilizing concepts from the class quite often. It also allowed me to take a deeper look into myself and who I truly am as a person, and I am thankful for that."

"AAL offers an opportunity to learn leadership traits from many different fields and apply them to the fire service."

"The AAL Fire Leadership academy is a must for anyone that wants to learn about themselves, learn and develop your leadership style and make yourself an even greater asset to your organization."

"Great Program! You will be challenged to rethink how you look at leadership!"

"We not only learned new material every month, but we also reviewed what we previously learned, we used it at work, and then came back and discussed how it went the following month. It felt like we were actually developing skills, not just adding a bunch of new stuff on the plate."



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All American Leadership - Fire Leadership Academy Alumni

Many were promoted—due to improved leadership skills, not a checkbox training!
Ranks at time of academy: 33% chiefs, 48% captains & lieutenants, 19% engineers & firefighters
plus a few non-sworn personnel (CFO, Executive Assistant, *etc.*)



Dan Hurlock - Class 003 (2019)
Appointed Fire Chief 2021



Chris Thompson
Class 003 (2019)
Appointed Fire Chief 2024



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All American Leadership – Fire Leadership Academy

Class 012 - **ONLINE**

When	Seven day-long sessions, 0900 – 1700 Pacific Time The 4 th Wednesday of each month (except in July) 1/22, 2/26, 3/26, 4/23, 5/28, 6/25, 7/16 or 17
Where	Zoom
Investment	\$2,575/participant Textbooks not included PDF of workbook provided
Coaching	Optional—8 x one-hour one-on-one developmental coaching sessions (\$800 total)
Register	December 15, 2024 Early registration is advised to secure your enrollment!

***Inquire if you prefer an in-person academy.**

A spring 2025 LA area academy is in the planning stages.



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All American Leadership - Fire Leadership Academy

A Growing Community

ALL AMERICAN LEADERSHIP FIRE LEADERSHIP ACADEMY



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Are you ready to become the leader your team needs?

Click [HERE](#) to register.



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For questions, please contact

Jim Lydon at jlydon@allamericanleadership.com