NORTH DAKOTA FIRE SERVICE

Leadership Conference

Hosted by the
North Dakota Firefighter’s Association
and the
North Dakota Fire Chief’s Association

January 6-8, 2017
Radisson Hotel, Bismarck ND
2017 North Dakota Fire Service Leadership Conference
January 6 - 8, 2017
Radisson Hotel
6th & Broadway, Bismarck, ND 58501

AGENDA

Friday – 12:30 – 4:00
General Session – Dr. David Griffin -
In Honor of the Charleston 9: A Study of Change Following Tragedy

Saturday:
8:00 – 8:30: Welcome/Opening Remarks;
  • Safer Grant Update - KAT Communications

8:30 – 10:00: Leadership Roundtable

10:00 – 10:15: Break

10:15 – 12:00: Breakout Sessions
  1) Understanding the Fire Service Safety Officer
  2) Responder Mental Health, the Unspoken Epidemic
  3) Charting your Organizational Course: Strategic Planning for Fire & Emergency Organizations

12:00 – 1:00: Lunch

1:00 – 3:00: Breakout Sessions
  1) ND SIEC/Bank 5 Radio Communication Updates
  2) Cancer - Fire’s Silent Killer
  3) NVFC Recruitment and Retention Workshop

3:00 – 3:15: Break

3:15 – 5:15: Breakout Sessions
  1) Understanding the Fire Service Safety Officer
  2) Responder Mental Health, the Unspoken Epidemic
  3) Charting your Organizational Course: Strategic Planning for Fire & Emergency Organizations

6:00: Social

Sunday: 8:00 – 12:00
General Session – Mark vonAppen –
FULLY INVOLVED: Creating A Culture That Works
On June 18, 2007, nine firefighters perished in a furniture warehouse fire in Charleston, South Carolina. The engineer of the first-arriving engine, David, relates how this experience has changed education and training on a national level. David gives a riveting account of what he witnessed that day, and the crisis that ensued in the fire service and his personal life as well.

Also included in this powerful program is David's doctoral research on organizational crisis and how an organization can utilize organizational learning to improve upon crisis. Attendees will share in not only the pain of this occurrence, but also the triumph reflected in changes in numerous aspects of organizational culture. This program has been presented to over 200 organizations internationally, including private industry, public service, for profit, and non-profit organizations. While this is a course regarding a fire service event, it is relatable to all organizations.

Let David share his knowledge of organizational learning and how it can improve your organizations performance with this high-intensity program.

David Griffin, 36, was the driver of the first engine to respond to the disastrous 2007 Sofa Super Store fire that claimed the lives of nine of his fellow firefighters. Plagued with survivor's guilt, he numbed himself with alcohol, painkillers, and blood sports so much so that it nearly cost him his life.

A turning point came in the days following a match with nationally ranked mixed-martial arts contender Houston “The Assassin” Alexander. For three days, he sat in darkness, his eyes swelled shut from the battering to his face. He asked himself how his lifestyle honored the nine who were dead.

“One can only sit around for so long and feel sorry for themselves until they have to get up and do something,” Griffin said.

Now, Griffin has completed a Doctorate of Education in organizational leadership and development, training organizations around the world on the importance of moving away from "the way we've always done it" mentality. He speaks about the Sofa Super Store fire and has helped with massive reforms in how firefighters are trained as well as how executives lead their teams. Griffin has dedicated his life to spreading the message of change to all types of organizations including for-profit, non-profit, and public service.

FULLY INVOLVED: Creating A Culture That Works

FULLY INVOLVED is geared toward professionals who wish to expand their abilities in leadership. This presentation is aimed at anyone who wishes to lead at any level. FULLY INVOLVED is rooted in improving team performance and has application in both the public and private sectors. FULLY INVOLVED has worked for over 40 years in professional football, the fire service, and applies to the business world as well. Hundreds of fire service professionals have attended the FULLY INVOLVED Leadership Seminars and are now among the involved. "Getting team members to pull towards a common goal is a key component in successful operations. FULLY INVOLVED gives students the tools to create a pact that is applicable to all levels of the organization."

This presentation is aimed at those who wish to lead at any level, from firefighter to chief officer. Leadership pacts and building trust are key components of the presentation.

Learning objectives: At the completion of this presentation, the student will better understand leadership principles as outlined in the Fully Involved Standard of performance and have improved leadership skills; Do your job, treat people right, give all out effort, and have an all in attitude. Students will have the opportunity to exchange leadership styles, as well as learn about the Fully Involved 10/10 Leadership pact.

Mark vonAppen, a member of the Palo Alto (CA) Fire Department since 1998, is assigned to the suppression division where he holds the rank of captain. He is a committee member for California State Fire Training and has contributed to the development of Firefighter Survival and Rapid Intervention curriculums. Mark has been published in Fire Engineering Magazine, Fire Service Warrior, and is the creator of the fire service leadership blog FULLY INVOLVED. He is an instructor for the Santa Clara County Joint Fire Academy, a recruit Instructor for Palo Alto Fire, an academy instructor at Evergreen Community College, and a member of the “Nobody Gets Left Behind” training group. He has been involved in public speaking since 2005.
Presenter Bios

**Matthew Clark** is currently serving as the C-shift Captain for the Williston Fire Department, Williston ND. Before joining the City of Williston Fire Department, Matthew Clark most recently served as a firefighter for the United States Airforce. Captain Clark served as a Captain, Driver/operator and Firefighter while being station at Edwards Air Force Base, California and Ramstein Air Force Base Germany. Captain Clark has since continued to serve as a firefighter for the Air force and is currently attached to the 119th Air National Guard Wing in Fargo North Dakota. Prior to his service Captain Clark worked as structural and wildland firefighter in Montana. Captain Clark has continued to pursue higher education receiving his Associates in Fire and Rescue in 2009 from the University of Montana and his Bachelors in Fire Science Management in 2013 from American Public University. He is currently enrolled in a Public Administration Master’s degree program, through American Public University and is scheduled to graduate this January. Matt was raised in Helena Montana, where he met his wife Samantha. Together they have three kids Charley, Ryhan and Maximus. They enjoy spending time outdoors, and barbequing with friends and family.

**Jason L. Catrambone, ECO** is a 23 year veteran of the fire service and currently serves as the Fire Chief of the Williston Fire Department in Williston N.D. He started his career as a firefighter in the United States Marine Corps with his first duty assignment on the airfield in Iwakuni, Japan. He is certified by both IFSAC, and NPQSB in many different fire service specialties. He also currently serves as a Board Member on the International Association of Fire Chief’s Volunteer Combination Officers Section and the North Dakota State Fire Chief’s Board. Chief Catrambone has volunteer, combination, and paid experience that has been gained both state side and around the world. He has started fire departments in Iraq, Kyrgyzstan, and Afghanistan, and assisted with others in Asia and Africa. His family history in the fire service can be traced baked to the mid 1800’s, and till this day there are still family members serving on that department in Massachusetts.

**Daniel R. Fuller** has been involved in the North Dakota Fire Service since 2002 when he joined the Surrey Volunteer Fire Department. After serving a year on that department, he moved to the Minot Rural Fire Department, where he rose through the ranks from Firefighter to Lieutenant to Captain. During this time, he was also an active duty Staff Sergeant, assigned to the 91st Security Forces Group, Minot AFB. After he separated from active duty in 2007, he was hired as a Firefighter/EMT for the City of Minot Fire Department. He completed his National Registry of Emergency Medical Technicians Paramedic course and worked as a part time Flight Paramedic for Trinity Health’s Northstar Critical. In 2013, Dan graduated Magna Cum Laude from Waldorf College with a Bachelor of Science in Fire Science Administration. In 2014, he graduated with a Master of Public Administration from Anna Maria College. He was appointed as Fire Chief for the West Fargo Fire Department in May of 2015, the first to hold the office from an outside department.

**Corey Johnson** began his emergency service career in 2008 after having the privilege to join the City of Du Bois Fire Department, one of few all volunteer ISO Class 1 fire departments in the country, first being part of their truck company and later transferring to an engine company. He also volunteered in his home town of Brockway Pennsylvania where he served as a volunteer Lieutenant and company treasurer. While performing his duties in the fire service he would overhear the volunteer ambulance service struggling to get volunteers to respond on calls. This led him down the path of becoming an EMT in order to help out in his home town. Much like the fire service, he fell in love with the new venture and turned it into a full time job and later obtained his Paramedic certification. Corey has held the roll of Paramedic Supervisor for a large regional ALS service in western Pennsylvania but also remained very active with his original commitments with the fire service and his home town’s volunteer ambulance station where he served as Training Coordinator. Corey made a major commitment to training, believing that it makes him better at his job by helping others. He teaches ACLS, PALS, and CPR with the American Heart Association and is a faculty member of his regional training center. Hazardous Materials is also an interest and he was a Hazardous Materials Technician/Incident Command level instructor for Bucks County Community College. Along with teaching TCCC and PHTLS through the NAEMT he is also a Paramedic level instructor. Corey currently lives in Williston were he serves his new home as a firefighter, paramedic, and field training officer with the Williston Fire Department.

**Greg Hughes,** Division Chief of Special Operations and Training, Williston Fire Department. Prior to becoming a member of the Williston Fire Department, Chief Hughes was a Division Fire Chief with Industrial Emergency Services providing supervision in the southeast region of the United States. This included fire protection and technical rescue services for customers such as Mercedes Benz USA, Shell Oil, and Marathon Oil. Chief Hughes also served the State of Alabama Fire College as the Regional Training Specialist, who is responsible for providing guidance and education to one hundred and ten (110) fire and ems departments in Alabama. Chief Hughes has served multiple communities at different levels within the fire service for the last sixteen years and holds numerous nationally recognized certifications.

**David W. Lewis** currently serves as President of the Odenton Volunteer Fire Company, following over forty years’ service as a volunteer firefighter/EMT and past Chief Officer. David has also served twice as President of the Anne Arundel County Volunteer Firefighters Association and as President of the Maryland State Firemen’s Association. After retirement from a successful career, David now dedicates his time giving back as an emergency services instructor for the National Fire Academy, the Maryland Fire and Rescue Institute, and University of Maryland University College.