



NWCG Training Working Team Leadership Committee Decision Briefing Paper



Date: April 23, 2008

Topic:

NIMO support for L-580 Leadership is Action program

Background:

In the original Leadership Task Group Report (2001) to the Training Working Team, the first of fourteen recommendations was to, “*Establish a distinct Leadership curriculum of courses that are connected conceptually from the least complex (follower) level to the most complex (organizational leader) level.*” Much work has been done since 2001 and the leadership curriculum is now well established from the entry level to the mid-level leader level.

The question now at hand is how best to address the leadership development needs at the highest level—the organizational leader level. Over the last two years, many ideas and concepts have been explored. At the November 2007 joint meeting between the Leadership Committee and the L-480/580 Steering Group, discussion continued on the direction for development of the L-580 program. From that meeting, a proposal was made to the Training Working Team to pursue a flexible program that can be customized to fit individual and team leadership development needs. This proposal for the *L-580 Leadership is Action* program was approved in February 2008. At the April 2008 joint meeting between the Leadership Committee and the L-480/580 Steering Group, several concept models were examined including a senior executive seminar conducted by the Wharton School for Leadership and a Gettysburg Staff Ride targeted at IMTs conducted by L3 Communications.

Key Points:

- The *L-580 Leadership is Action* program would be targeted at:
 - Area Command, Type 1, & Type 2 IMT Command and General Staff
 - Unit and senior-level fire managers
 - Agency Administrators

- The intent of the program is to provide an array of leadership development opportunities over time that will leverage expertise from other organizations with a history of leadership development.

- The L-480/580 Steering Group has identified several specific models it would like to pursue in the near term for the wildland fire service. A follow-up meeting to begin implementation planning is set for June 17-18, 2008.

- This effort is now at the point where tangible support for implementation is necessary. Specific support requirements are national incident management team subject matter expertise for product content development and contracting expertise for procuring services from outside organizations.
- The *L-580 Leadership is Action* concept is aligned with the NIMO Performance Measure of “Improve Capacity and the Capability of Current Federal Wildland Agency Workforce”.

Recommendation:

Assign Dan Kleinman (OSC) and Elizabeth Kinney (FSC) from the Boise NIMO team to provide immediate assistance for the L-480/580 Steering Group with implementation of the *Leadership is Action* program. In the future there may situations that create a need for other team members or the entire Boise NIMO team to provide short-term assistance for the Steering Group.

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