

# LEAD Time

The logo for 'LEAD Time' features the word 'LEAD' in large, bold, black capital letters. The letter 'A' is replaced by a grey triangle containing a white path that winds upwards. Along this path, the words 'RESPECT', 'DUTY', and 'INTEGRITY' are written in small, white, capital letters. To the right of 'LEAD' is the word 'Time' in a large, bold, black, sans-serif font.

## **Building the Team**

Fire leaders build cohesive teams—not simply groups of individuals putting forth individual efforts—to accomplish missions in high-risk environments.

Cohesive teams are more creative and adaptable when dealing with complex situations. This enables them to detect and mitigate errors before irreparable damage occurs. Cohesion allows team members to anticipate the needs and actions of other team members. This increases efficiency and saves time.

Fire leaders set the stage by creating an environment in which cohesive teams thrive: establishing a foundation of trust, enabling healthy conflict, requiring commitment, setting an expectation of accountability, and bringing focus to the team result.

## **Discussion Points:**

- What is the difference between a team and a group?
- How does command climate positively and negatively affect team performance?
- How does cohesion influence team performance?
- Why is trust so important in team building?

## **References:**

[Wildland Fire Leadership Development Program](#)

[Leading In the Wildland Fire Service](#)

[2014 Wildland Fire Leadership Campaign – The Resilient Team](#)

[Crew Cohesion Assessment Tool](#)