



# **Ohio Fire & Rescue Officer Development Conference**

*by the Ohio Fire Chiefs' Association*

## **Ignite Leadership: Shaping the Future of Fire Service Excellence**

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# **COURSE DESCRIPTION AND PRESENTERS GUIDE**

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**Columbus Hilton at Easton  
Columbus, Ohio**

**July 21-25, 2024**

# COURSE DESCRIPTIONS

## Sunday, July 21, 2024

### *Ohio Fire Executive Alumni Special Class*

#### **Repercussions: How to Effectively Manage Conflict, Discipline, Poor Attitudes, and Bad Behavior**

**Presenter:** Battalion Chief Corley Moore, Moore Fire Department; Moore, Oklahoma

**Time:** 1:00 PM - 5:00 PM

There is a starvation in the American fire service for our people to be able to deal with confrontation. So many people are put into leadership positions without the tools needed to handle difficult situations. This class is crammed with tried and proven techniques for handling conflict, discipline, poor attitudes, and bad behavior. The goal of the class is to give understanding as to why these situations occur, but also give systems and tools for handling them in an efficient manner.

## Monday, July 22, 2024:

### *Keynote Presentation*

#### **The 9L's Impacting the Culture**

**Presenter:** Battalion Chief Corley Moore, Moore Fire Department; Moore, Oklahoma

**Time:** 9:30 AM - 2:30 PM

The mission of this class is to give people the tools they need to build a high-performance culture within their organization. Corley Moore is very passionate about this, and believes that understanding these principles can challenge anyone, anywhere, to improve the culture of their department. The presentation is broken own into nine principles of leadership all of which start with the letter "L". **Learn - Listen - Love - Look - Laugh - Level - Live - Labor - Last.** The ultimate point of the class is to provide attendees with the single greatest tool that can be given to someone in a leadership role, and that is a lens by which you can judge every decision around the firehouse...before you make it. (Firehouse is on purpose, not fireground).

### *Breakout Sessions*

#### **Incident Response Considerations for Lithium Battery Emergencies**

**Presenter:** Fire Chief Nick Zamiska, OFC, Brecksville Fire Department

**Time:** 3:00 PM - 4:30 PM

This course is designed to provide responders with the understanding of the hazards associated with Lithium Ion (Li-Ion) Batteries. This training provides a comprehensive overview of batteries found in transportation, commercial, industrial, and residential settings. Participants will review several case studies and best practices, in order to make safe and calculated decisions in an emergency response setting. Participants will receive response SOGs for lithium battery incidents, electric vehicle emergencies, and battery energy storage system emergencies.

### **Modern Fire Service Leadership**

**Presenter:** Battalion Chief Jonah Smith, Charlotte Fire Department; Charlotte, North Carolina

**Time:** 3:00 PM - 4:30 PM

This course will present methods to adjust to leading in the modern fire service. Culture, society, and technology have all changed the way the fire service must lead. This course will utilize real world experience and mistakes to present effective methods to move our service forward. This class will allow students to gain a better understanding of the methods needed to lead modern fire departments into the future. This course will discuss leadership both inside the fire house, as well as on the emergency scene. Additionally, the course will present methods to ensure company proficiency and ways to normalize operational excellence to ensure mission critical tasks.

### **Ohio Taxation for Dummies - Plus Levies, TIFS, and Abatements**

**Presenter:** Chief Brad Shull, OFE, OFC, Jefferson Township Fire Department

**Time:** 3:00 PM - 4:30 PM

This course covers many of the common tax issues related to municipal and township fire departments in Ohio. It discusses strategies for new levies, plus tackling TIF and Abatement issues.

### **Rescue Me - Strategies and Tactics for Employee Fires**

**Presenter:** Jesse Quinalty, Owner/Instructor, Red Helmet Training; San Bernardino, California

**Time:** 3:00 PM - 4:30 PM

Most Fire Officers and Chiefs will fight more fires in the station than they will out in the streets. This program will utilize basic foreground terminology to break down and make sense of employee coaching, counseling, and disciplinary procedures. It will apply such firefighter knowledge as conducting a size up, which will include looking at the building construction (*How the employee is built, as well as the condition of the building*), the extent and location of the fire (*the problem*), and doing a risk assessment.

Once these observations are considered, then a strategy can be determined and tactics can be put in place. We will then utilize the acronym RECEO to determine what tactics to use when dealing with a problem employee. We will also focus on using fire prevention, education, pre-planning, and fire behavior recognition training (*reading smoke*) to prevent fires (*problems*) and keep them small. We will also compare hostile fire events, such as rapid fire progression, flashover, backdraft, and smoke explosions to the more difficult personnel issues.

## **Tuesday, July 23, 2024**

### *Keynote Presentation*

#### **How Leaders Create a Healthy and Productive Workplace**

**Presenter:** Tayo Switzer

**Time:** 9:00 AM - 12:00 PM

Experienced leaders focus their attention on creating both a healthy and productive workplace. With an ever-changing landscape of funding, hiring challenges, and increasing stakeholder demands, leaders benefit from having a simple and straightforward way to make a difference. In this session, leaders will focus on six tips that increase leader effectiveness to create the right working conditions for building trust, strengthening teams, and driving better outcomes.

Participants will engage in a series of discussions and exercises about how leaders can create a healthier and more productive workplace. Emphasized is what a leader should focus on to create strong working relationships and ways to get work done. In addition, setting clear standards how pay impacts the worker experience is covered, as well as how the six tips help leaders create environments that work for different generational preferences.

## **Wednesday, July 24, 2024**

### *Breakout Sessions*

#### **The Commercial Foreground: First Arriving Construction, Tactics Safety, and Operational Considerations for Today's Commercial Buildings for Officers and Commanders**

**Presenter:** Christopher J. Naum, SFPE, Chief of Training, Command Institute | Center for Fireground Leadership

**Time:** 8:30 AM - 10:30 AM

The buildings and structures that provide occupancy and use for commercial functions and services continue to evolve at a rapid pace with emerging construction methods, new materials, and innovated architectural treatments and emergent engineering practices. This common occupancy type has evolved into a conspicuous occupancy risk, posing unique challenges to field companies, officer, and commands, that suggest increased building intelligence and operational due-diligence. This program objective is to focus increase awareness and understandings in the fundamentals of building construction, architecture, and engineering design that directly impact firefighting and influence command operations at commercial structure fires.

### ***Leadership Lessons from “Band of Brothers”***

**Presenter:** Battalion Chief Joseph Polenzani, Franklin Fire Department; Franklin, Tennessee

**Time:** 8:30 AM - 10:30 AM

This inspiring class presents a unique look at the principles of fire service leadership through the experiences of the 101st Airborne Division’s Easy Company during World War II. Using Easy Company Commander Major Richard Winters’ *10 Principles of Leadership*, the class discusses a multi-faceted approach to leadership, based on character and leading by example. History shows that leadership is not determined by rank, but by attitude and action. There are two primary goals for the class. The first is to provide fire officers with a “gut check” to see how they feel about their own performance as a leader. The second is to remind them that it is their responsibility to bring greatness to their positions, not the other way around. With an emphasis on communication and interpersonal skills, this class is appropriate for all officers.

### ***EMS Performance Improvement - Making Your Numbers Mean Something***

**Presenter:** Brian Anderson, EMS, Trauma & Injury Prevention Outreach Coordinator

Mercy Health St. Rita’s Medical Center

**Time:** 8:30 AM - 10:30 AM

EMS Performance Improvement... what does that mean to you? As a department leader, what should that mean to you? EMS performance improvement programs are required, right? If that is the case, what are the requirements? In this presentation, all these questions, and more, will be discussed as we dissect what a relevant EMS performance improvement program can be, how it can be used within your agency, and how to parlay a strong performance improvement focus into foundational building blocks that impact day-to-day patient care. Additionally, we will discuss the power of partnership, and how through working with area hospitals and/or healthcare facilities, performance improvement initiatives can become joint ventures that contribute to improved patient outcomes.

### ***How Did We Get Here? Historic Fires and the Code Changes that Came from Them***

**Presenter:** Lieutenant Abigail Buday, Western Reserve Joint Fire District

**Time:** 8:30 AM - 10:30 AM

In a 1948 speech to the House of Commons, Churchill paraphrased Santayana when he said, “Those who fail to learn from history are condemned to repeat it.” The purpose of this presentation is to prevent that from happening. Often times, as inspectors, we get so overwhelmed in the wording of the code, writing our violations, and following up, that we lose the personal touch with our community. I have found it much easier to have a difficult conversation at the end of an inspection, when issuing a correction notice, to give an example of why it is important for the inspectors visit, the annual inspection, and for the violations be corrected. Being able to explain why, and give examples of historic fires, may help to get the point across. Learning where we came from not only will prevent history from repeating itself, but help us steer our future in the right direction.

## *Keynote Presentation*

### **Lessons, Learnings and Leadership from the Fireground: 360 for Command Officers**

**Presenter:** Christopher J. Naum, SFPE, Chief of Training, Command Institute | Center for Fireground Leadership

**Time:** 1:00 PM - 5:00 PM

Lessons and learnings from the foreground resonate with recommendations and actions that all fire officers and commanders must recognize and implement in future foreground operations in order to reduce operational risks and improve incident operations, management, and tactical integration. Through a facilitated discussion, prominent NIOSH LODD Reports and After-Action Report Findings and Recommendations will be examined. Key report insights discussed with integrated perspectives and learnings of past historical incidents presented that are as relevant today, as they were in the past decades. This program will have both North American and international perspectives.

## **Thursday, July 25, 2024**

### *Keynote Presentation*

### **From the Frontlines to the Home Front: Effectively Transitioning to Home Life as a Firefighter**

**Presenter:** Dr. Rachele Zemlok, Licensed Clinical Psychologist, Strategic Wellness Director at Lexipol

**Time:** 9:00 AM - 11:30 AM

You responded to a tragic call that did not go well, you were up all night, you worked too many shifts in a row... now you are home and your family needs you to be YOU. This presentation will address the challenges that firefighters may encounter while effectively transitioning from hyper-alertness and desensitization at work, to relaxation and connection at home. Firefighter families are not provided with a deeper understanding of the factors that contribute to difficulties switching off from work and the consequences this can have on relationships and overall well-being. Through a combination of relatable stories, clinical expertise, research findings, and practical strategies, this presentation offers valuable insights to help firefighters create a healthy balance between their demanding work and personal lives. Dr. Zemlok, licensed psychologist and fire spouse, will cover effective techniques for communication, self-care, and setting boundaries. Discover how to optimize time spent with loved ones, nurture personal well-being, and cultivate resilience both on and off the frontlines.

# PRESENTER INFORMATION

**ANDERSON, BRIAN** - Brian Anderson, a graduate of Bowling Green State University with a BS in Fire Administration, spent 16 years as both a Firefighter/Paramedic with the Celina Fire Department and a Critical Care Flight Paramedic with Mercy Health Life Flight, a medical transport helicopter based in NW Ohio. Currently, Brian serves as the EMS, Trauma, and Injury Prevention Outreach Coordinator at Mercy Health St. Rita's Medical Center, as he pursues his nursing career.

Brian and his wife, Kelly, have been married for 26 years and have been blessed to become the parents of 8 children, having built their family through biological birth, international adoption, and foster care to adoption. While still volunteering as a paramedic in his community with Mercer County EMS, Brian is active as an Ohio EMS educator, and, along with his wife, Kelly, remains an adoption advocate and public speaker on the topic.

**BUDAY, ABIGAIL** - Abigail Buday has been in the fire service for 10 years as a member of the Western Reserve Joint Fire District, later becoming career at Liberty Township Fire Department (Trumbull County). In 2019, she became the lead inspector/investigator at Western Reserve Joint Fire District. This led to developing a brand new, progressive inspection bureau. Going into businesses that had never been inspected was quite the challenge. This presentation was formed through research done to help make business owners understand why inspections are necessary and why some of the seemingly 'silly' codes exist.

Aside from being a part-time Lieutenant at Western Reserve Joint Fire District, and a career full-time Lieutenant at Liberty Township Fire Department, Buday works as an instructor for the Ohio Fire Academy and the Choffin Career and Technical Center.

**MOORE, CORLEY** - Corley Moore is a motivational speaker and instructor, specializing in topics of leadership and culture. He is the author of the books, *Challenge Your Leadership* and *The 9L's, Keys to High Performance Culture*. He is the founder of FirehouseVigilance and its "Never Ending Fight Against Complacency". He also is the creator of the Vigilant Creed, with members in all fifty states and seven countries. Moore also hosts The Weekly Scrap, a podcast where fire service leaders join to discuss improving the culture of the modern fire service.

Corley Moore has served in the Moore Fire Department (Oklahoma) since 1997, and currently holds the rank of Battalion Chief. He is in charge of the Green Shift, which is a motley collection of badasses that make him look good every day.

**NAUM, CHRISTOPHER** - 48-year fire service veteran, a highly regarded national-international instructor, author, lecturer, and fire officer, Christopher Naum is a distinguished authority on building construction issues affecting the fireground operations, command, and tactics, and has traveled extensively throughout the United States and internationally delivering training programs on building performance, construction and firefighting, fireground leadership, command management, and operational safety.

Naum has been lecturing and instructing throughout the United States and internationally for over thirty-seven years. His previous service included Fire Command, Fire Protection & Safety at a U.S. nuclear power plant, over twenty years in Field Operations and Suppression as a Commanding Company Officer in New York and Training, Fire Academy and college academic curricula administration and management.

Naum is the Chief of Training for the Command Institute, and served as a Vice President with the International Society of Fire Service Instructors and a past member of the Board of Directors, IAFC Safety, Health & Survival Section. A former architect and fire protection engineer, he was the 1987 ISFSI-Fire Engineering Magazine George D. Post National Fire Instructor of the Year and is a Technical Consultant, Advisor and Subject Matter Expert to the NIOSH Firefighter Fatality Investigation Program and Firefighter LODD Reports.

He is a sought-after national keynote speaker, instructor, and presenter, and has served as an FDIC General Session Keynote Speaker and National Fire Academy Adjunct Instructor.

**POLENZANI, JOSEPH** - Joseph R. Polenzani began his fire service career 32 years ago as a volunteer with the Ashland City (TN) Fire Department. In 1998, he became a career firefighter with the Franklin (TN) Fire Department, where he is currently a Battalion Chief. He also serves as a volunteer firefighter/engineer with the Williamson County (TN) Rescue Squad.

Chief Polenzani has a master's degree in public safety leadership and administration from Arizona State University and is a certified Fire Officer IV, Fire Instructor II, and Advanced EMT. He is a graduate of the Public Safety Leadership Development Program at the University of Denver Daniels College of Business, co-founder of Franklin's company officer academy, and has been designated as a Chief Fire Officer by the Center for Professional Safety Excellence.

Chief Polenzani has presented classes at numerous conferences, including FDIC International, the Southeastern Association of Fire Chiefs Leadership Conference, the Alaska Fire Conference, West Virginia's Fire and EMS Conference (ESCaPE), the South Atlantic Fire Rescue Expo, Nebraska's Les Lucent Conference, and the Connecticut State Fire Academy. He has published articles in Fire Engineering magazine and FireEngineering.com, is an instructor for TheFireAcademy.com, and serves as President of the Middle-Tennessee F.O.O.L.S. (a non-profit organization that provides free or low-cost training to firefighters throughout the state).

**QUINALTY, JESSE** - Jesse Quinalty is a Master Instructor and the owner of Red Helmet Training in Southern California, which houses four classrooms and a command training center. He specializes in Company Officer Training, as well as table top and digital fire simulations. He is a Captain with the San Bernardino County Fire Department, working in Battalion 10 and was the Operations and Training Captain at his previous department.

Jesse has also been fortunate to be in the wrong place at the wrong time. He has been the Incident Commander for multiple structure fires and other incidents, including city-wide flooding during two monsoon storms. He was involved in a burnover during the Sawtooth Incident and credited with saving the engine crew with his command presence.

He has presented at several conferences, including the Fire Department Instructors Conference (FDIC), Firehouse World San Diego, Firehouse Expo Nashville, Fire Rescue International (FRI), Fire Shows West - Reno, Fire Rescue South Carolina, and the Virginia Fire Rescue Conference. He has authored several articles in fire service magazines, and has recently published a book, *Rescue Me: Strategies and Tactics for Employee Fires*. He is also the producer and host of the monthly video series “Firefighters in Fire Trucks getting Ice Cream” and “The Firefighter Book Club”.

**SHULL, BRAD** - Brad Shull is a 30 year veteran of the volunteer and career fire service currently serving as the fire chief for Jefferson Township in Franklin County. He has served seven fire departments in that tie holding all ranks. He is a certified fire service instructor and a twenty-three year instructor for the Ohio Fire Academy, now primarily supporting fire officer development and direct delivery courses.

Chief Shull is member of the OFCA Legislative and Policy Committees, focusing on the successful rollout of Chief Officer Peer and Organizational Support. Chief Shull is married with three teen sons, the oldest of which is the 5th generation of his family to join the fire service.

**SMITH, JONAH** - Jonah Smith is a Battalion Chief for the Charlotte (NC) Fire Department and has been in the fire service for 20 years. He also is a volunteer firefighter with the Indian Land (SC) Fire Department. He holds a Masters Degree from the University of South Carolina.

**SWITZER, TAYO** - Tayo Switzer is a certified leadership coach and business management consultant working with leaders and executive teams for more than 25 years. He has worked with leaders in fortune 500 companies, academic institutions, fire service, law enforcement, publicly elected and appointed roles, and government agencies.

Through his consulting practice, Leadership 6 Consulting, Dr. Switzer specializes in building the capacity of leaders to meet greater business and leadership challenges. His approach is vision-focused, driven by specific goals, and is question-based, so as to generate insights that drive progress toward desired outcomes.

He holds a Doctorate in Leadership and Change and a master's degree in Organization Development. Tayo is a long-time resident of Columbus, Ohio, where he lives with his wife and two sons.

**ZAMISKA, NICK** - Nick Zamiska has been in the fire service for 22 years, currently serving as teh Chief of Fire with the Brecksville Fire Department in Brecksville, Ohio. Nick is a Team Leader for the Cuyahoga County Type I Hazmat/WMD Team. He has a Bachelor of Science degree in Emergency Management from the University of Akron and a Master's in Public Administration degree from Columbia Southern University.

Nick is a lead instructor with Bad Day Training and enjoys delivering a variety of customized fire and Hazmat training all around the United States. He is also a member of the National Fire Protection Association (NFPA) hazardous materials technical committee, NFPA 470 and NFPA 475.

**ZEMLOK, RACHELLE** - Dr. Zemlok is a licensed clinical psychologist from California and specializes in supporting and educating firefighter families. She is the Strategic Wellness Director at Lexical. Her role at Lexical supports the Cordico wellness solution and content related to first responder mental health and wellness. She has a special focus on supporting the spouse and family, as a whole. Dr. Zemlok is married to a fire captain and currently raising two kids under five years old. She is also the sister to three retired law enforcement officers.

Prior to joining Lexical, she founded First Responder Family Psychology, which provides culturally competent therapy to first responders and their family members. She also educates firefighter families through social media, events, blogs, videos, podcasts, and publications. She is the author of *The Firefighter Family Academy: A Guide to Educate and Prepare Spouses for the Career Ahead*".