

THE SECOND ALARM

BRINGING VALUABLE RESOURCES & NEWS
ONE ALARM AT A TIME

AUGUST 2016

THE SECOND ALARM



VALDOSTA FIRE DEPARTMENT



A Department Without Limits

Editor:
Sgt. S A Miller

BIRTHDAYS:

FF BENJAMIN BENNETT 08/03

BC JOHNNY HENRY 08/04

FF BRADLEY DONALDSON 08/12

LT MARCUS HAYNES 08/16

FF CHRIS STEVICK 08/16

WILLIE NEWKIRK 08/18

SGT SHELLEY MILLER 08/18

SGT SCOTT GARREN 08/25

POINTS OF INTEREST

- Submissions to the newsletter should occur before the 20th of each month
- Feel free to submit photos with your submissions
- Have a strong opinion about a topic of concern to our fire department? Feel free to submit a piece for review and possible publication in the newsletter

CHIEF'S TOPIC OF THE MONTH

Last month, I attended the Firefighter's for Christ meeting and listened to one of the member's testimony. It was inspiring as well as thought provoking. It made me ask myself, "What is my professional testimony and can it be inspirational for others?" While riding home that evening, I heard the song "Rise-up" by Andra Day. The song references, "Being broken down and tired of living a life on a merry-go-round and you can't find the fighter. It continued by saying "all we need is hope, and for that all we have each other. I'll rise up, I rise like the day, I will rise up a thousand times again, high like the waves." Hearing that song, gave me an epiphany of my professional testimony. I have risen-up through the

throngs of negativity. I have risen-up through self-doubtfulness. I have risen-up to stand firm and trust my faith. I have risen-up to have hope in being a leader in my department and community. One of our presidents once said, "Hope is that thing inside us that insists, despite all evidence to the contrary, that something better awaits us if we have the courage to reach for it, and to work for it, and to fight for it." It was my hope that helped me rise-up. It will be our hope that will help us rise-up as individuals and a department to write inspirational testimonies to inspire others, our profession and maybe one day our nation. Remember that "negativity is a thief;



Freddie D. Broome, Fire Chief

it steals happiness"- unknown. Don't let negative individuals, write your testimony. It's time to rise-up and write your own. Show your co-workers and our community who you are and share your testimony to inspire others. Rise-up!!

VALDOSTA FF SELECTED AS GSFA FF OF THE YEAR



"I do what I do each day to help and show compassion to people," said Valdosta Fire Department Firefighter Tangelita Rowe, who is the recipient of the 2016 Georgia State Firefighters Association (GSFA) Firefighter of the Year award. Firefighter Rowe will be recognized at the 2016 Georgia Fire Service Conference in Atlanta on August 13 and also at the Firefighter's Recognition Day at the State Capitol, on Feb. 7, 2017.

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ATTA BOY—DONE DID GOOD



Congratulations to everyone who was promoted or graduated back on the 15th of July. With the addition of the Lieutenant positions for the Tower Truck in the newest budget year, we have had the largest group of Lieutenants ever promoted at the same time in the Valdosta Fire Department. And with the Lieutenant promotions come the new Sergeants to fill the newly vacated positions. We also promoted a new Special Operations Captain and the 2016 Georgia State Firefighters Association FF of the Year become the new Senior Community Educator in our Fire Prevention Division. And to help round out the day, we have our two newest Firefighter Recruits officially becoming Probationary Firefighters. Kudos and welcome to all of you, and may you all reach your fullest potential.

Front Row: Chief Freddie Broome, Mayor John Gayle, FF Recruit David Jones, FF Recruit Steve Walker, City Manager Larry Hanson

Middle Row: Sgt. Darriet Gordon, Sgt. Trey Cothron, Sgt. Scott Garren, Sgt. Chris Scott, Senior Community Educator Tangela Rowe

Back Row: Capt. Jeff Thibodeau, Lt. Jordan Washington, Lt. Scott Watson, Lt. Charles Phillips, Lt. Robert Mercer, Lt. Ricky Alderman, Lt. Anthony Solberg



The Valdosta Boys and Girls Club wants to thank Valdosta Fire Department members BC Johnny Henry, Lt. Charles Phillips, Chief Freddie Broome, FF Lloyd Cummings, FF Jay Carter, FF Darren Williams, FF Stanley Dickson, Sgt. Tyshon Reed, and BC Jason Rowan for supporting their youth flag football team. I was told by a member of our team that “we lost by only a touchdown” to the Valdosta Boys and Girls Club staff and kids and that “they won’t beat us twice”. Better luck next year guys.

Have something for the newsletter? Feel free to submit articles or photos to Sgt. Miller at:
smiller@valdostacity.com

EMPOWERING BUGLES—NOTES ON LEADERSHIP

The Best Bosses Follow These 7 Rules

by Joel Garfinkle

There is huge pressure on you, the manager, to be a great boss, one who motivates and inspires people not only to stay in the company, but also to do their best every day. Employees place enormous value on their relationship with you. People place "a bad boss" as the No. 1 reason for leaving a job.

First, relax: know that great bosses are not born, they're made. Most people end up in a management position because they did a good job in a subordinate role, not because they possessed some innate and undeniable leadership quality. If you practice your skills, and seek to follow these seven rules, you will be well on your way to being one of the best.

The book "How to Be a Great Boss" will help you acquire and use the seven hallmark qualities outlined below that all great bosses have.

1. Empower your people

Employees perform best when empowered and trusted to do well in their jobs. Think back to the times you felt most inspired to do your best. Chances are it was when you were trusted with real responsibility. To be set up for success, your people will need more than just a project handed to them. Make sure they can positively answer all the following questions. If not, you have more work to do.

2. Provide growth opportunities

Provide the kinds of opportunities that will really grow the talent on your team. Training is one thing – and often necessary – but growth is more than just learning how to do new tasks. Ask yourself how your employees can really grow their potential – should you challenge to provide creative solutions? Offer coaching? Encourage them to take the lead? Great bosses know how to develop talent, in addition to skill.

3. Train through feedback

Workplace surveys show time and again that what employees crave is continuous feedback. As a manager, you know that it's easy to put off giving constructive criticism, but feedback is really only effective in the moment. Always follow the rule: praise in public, critique in private.

4. Make the tough choices

Sometimes, the job of a great boss means more than just managing. Sometimes, it means letting someone go. Low-performance employees drag down the productivity of the company and undermine the morale of those around them. Hopefully, you can often turn a situation around before it comes to firing, but if, in the end, you have to let someone go, be empathetic, and treat the person

firmly but kindly. Keep it brief but respectful, and know that however hard the choice is, you're doing the right thing for your team and your company.

5. Give thanks

Great bosses make gratitude a habit. Often, it's easy to get wrapped up in the work and forget the simple act of saying "thank you" for a nagging problem solved, a point well communicated, or a job well done. Don't forget to make it public when appropriate (praise in public, critique in private) and make it specific. Thanks for a task done well is far more meaningful than a generic thanks for hard work. Make sure to brag about your team farther up the chain, too.

6. Create a positive workplace

Work doesn't have to be a grind. The best workplaces do everything they can to make coming to work a positive, uplifting experience. Make yourself available and really try to engage with your employees – the simple question "How can I make your job easier?" is a powerful way to start a great conversation. Let them know you've got their back when they need your help or advice.

7. Show your people the future

Your job is to show your people the world. We each tend to view corporate decisions through the lens of how they will affect us and our jobs. As a manager, you likely have a larger view of the big picture. Some info will be confidential or sensitive, of course, but

whenever appropriate be sure to bring that vision to your employees and help them to understand.

No one is born a naturally great manager; with dedication, you can make these skills an innate part of the way you interact with others. What habits have you already brought into your daily life? What skills do you find the hardest to practice?



Key questions for empowered success
 Do I know how this work fits in the bigger picture?
 Does my boss trust me without micromanaging?
 Am I clear on what is expected of the project, and me?
 Does my manager have my back?
 Will my boss help me if I have problems, or if I fail?



Joel Garfinkle is the author of nine books, including "How To Be a Great Boss" and "Getting Ahead: Three Steps to Take Your Career to the Next Level." He is recognized as one of the top 50 coaches in the U.S., having worked with many of the world's leading companies, including Oracle, Google, Amazon, Deloitte, The Ritz-Carlton, Gap and Starbucks. As an executive coach, he recently worked with an SVP whose strategic responsibility increased dramatically and forced him to empower, delegate and increase the responsibility of his team. Sign up to his Fulfillment@Work newsletter (10,000+ subscribers) and you'll receive the free e-book "41 Proven Strategies to Get Promoted Now!"

Reprinted from: <http://www.smartbrief.com/original/2016/07/best-bosses-follow-these-7-rules>

ATTA BOY—CONTINUED FROM PAGE 2



The Valdosta Alumni Chapter of Kappa Alpha Psi Fraternity would like to thank Sgt. Ryan Seymour, Sgt. Justin Smith, FF Benjamin Bennett, and Lt. Dereck Willis for participating in this year's Golf Tournament.

The Wellness Ministry at the Woodlawn Forest Church of Christ sends their gratitude: "We greatly appreciate your support of our recent Health Fair. Your generosity made all the difference in the success of this annual community event."

ROWE—CONTINUED FROM PAGE 1

"Firefighter Rowe's determination to serve a deeper and more meaningful purpose helps her view firefighting as more than a career but her life's purpose," said VFD Chief Freddie Broome.

Firefighter Rowe's recognition as the GSFA Firefighter of the Year showcases the caliber of employees that make up the Valdosta Fire Department. She is one of two VFD firefighters to be recognized publicly in recent months for their firefighting professionalism. Fellow Firefighter Darren Williams received the American Red Cross Heroes Award in May 2016 for going above his normal duties to ensure the VFD facilities are handicap accessible to all people.

"The VFD is known as the 'Department Without Limits.' There is no limit to the support and service that VFD employees provide to serve the citizens of Valdosta," Chief Broome said.

To take her career to the higher limits, Firefighter Rowe recently applied for the Senior Community Educator position that was



Here we have members of the Valdosta Fire Department posing in support of/with 92-year-old Navy veteran, Ernie Andrus. Ernie is running from coast to coast, having touched the Pacific Ocean near San Diego, CA, and planning to touch the Atlantic Ocean on Saint Simons Island, GA, on August 20th near the Coast Guard Station one day after his 93rd birthday. Ernie is making this run to raise money for the LST 325 Ship Memorial, Inc. The LST 325 is a World War II-era naval landing ship used during D-Day to land at Normandy. Ernie hopes to raise enough money to send the ship back to Normandy for D-Day Plus 75 memorial in 2019. Information about Ernie Andrus and donation instructions can be found at coast2coastruns.com.

vacant at the VFD. She competed against six candidates—which include five external and one internal—and was found by the assessment team to be the best candidate who would help fulfill the department's mission, vision and goals.

"Becoming the Senior Community Educator puts my feet in the right direction in the area of prevention and is another skill that I have acquired since joining the department three years ago," said Firefighter Rowe, who is one of three female members in a department of 103 certified fire service professionals. "I enjoy being a firefighter, but I also know where I'm going in my career."

Firefighter Rowe and 13 other VFD personnel were recognized at the Promotions Ceremony on Friday, July 15, at the Valdosta-Lowndes County Parks and Recreation Authority facility, located at 1901 N. Forrest Street.

"I'm from this community, and it means a lot to me to give back to the community that I grew up in," said Firefighter Rowe.