

# THE SECOND ALARM

BRINGING VALUABLE RESOURCES & NEWS  
ONE ALARM AT A TIME

MARCH 2015

VOLUME 1, ISSUE 10



VALDOSTA FIRE  
DEPARTMENT

## A Department

Editor:  
Sgt. S A Miller



### BIRTHDAYS:

**SGT TIMOTHY STUBBS** 03/01

**LT DEANNA ROWAN** 03/01

**FF TRAVIS DETWEILER** 03/03

**SGT RYAN SEYMOUR** 03/04

**SGT EDWARD COPPAGE** 03/14

**FF CHAD EASON** 03/19

**SGT ANTHONY SOLBERG** 03/23

**FF REMUS BELL** 03/24

**BC TOM ROBINSON** 03/27

### CHIEF'S TOPIC OF THE MONTH

I was watching the movie Coach Carter the other day and was reminded of enlightening words from Marianne Williamson: "Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be? You are a child of God. Playing small doesn't serve the world. There's nothing enlightening about shrinking so that other people won't feel insecure around you. We are all meant to shine as children do. We are born to manifest the glory of God that is within us. It's not just in some of us, it's in everyone. And as we let our own light shine, we unconsciously give other people permis-

sion to do the same. As we are liberated from our own fear, our presence automatically liberates others."

I must admit it is often bothersome to see members in our department afraid to shine because of their fear of being unaccepted or making someone feel insecure. One of my proudest moments was being announced as the Valdosta Fire Chief; however, I would have never been afforded the opportunity if I had let my fears of acceptance or individual insecurities stop me from traveling the path that was paved for me. This month's topic is "Conquering Your Fears." I challenge you to be the person you were meant to be, because at the end of the day, "What matters most is how you see yourself." I seldom make promises, but I can



Freddie D. Broome, Fire Chief

promise if we conquer our fears as individuals and as a department, there is nothing that we cannot achieve as an organization. We are a department of 106 members. Can you imagine how bright the light would be if we had 106 lights burning? It's time to conquer our fears and allow our lights to shine bright!

### 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

### WELCOME TO THE FAMILY



Say hello to Sawyer Patrick Chastain, son of FF Roger and Monica

Chastain. He was born on the 29th of January, 2015 and joins Hannah and Natalie as part of our Fire Department Family.

Congratulations to Sgt. Jon Yeargin and Christie Yeargin (formerly Luke) of Valdosta, GA, mother of Bryan and Kaylee Luke. They married on the 20th of February 2015. We welcome Christie, Bryan, and Kaylee to the Valdosta

Fire Department Family.



## ATTA BOY—DONE DID GOOD

Congratulations to three of our personnel for being accepted into National Fire Academy Courses as follows:

Battalion Chief Brian Boutwell has been accepted into the Executive Fire Officer (EFO) program which requires a four year commitment. Lt. Bennie Kennedy has been accepted into the Managing Officer Program (MOP) which requires a two year commitment. These programs ne-

cessitate our fire department family's commitment and support to help our personnel through these courses.

Mrs. Ursula Antley-Williams has been accepted into the week long NFIRS Program Manager (no acronym) program. She will need our patience and support as we implement changes to ensure that we are operating in accordance with NFIRS.

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The Valdosta Area Chapter of the Georgia State Retirees Association President, Sally Mason, sends her thanks to Chief Freddie Broome for being their guest speaker and stating that "everyone was well pleased with [Chief Broome's] presentation".

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## WELCOME TO THE FAMILY—EXTENDED EDITION

Here is a (very) brief introduction to the current recruit class, most of whom I met during the meet and greet on 14Feb. I have a picture, where the recruit says he is from, and a reworked version of what the recruit replied when I asked, "Why firefighting?" Just to reiterate, the words are mine and you will need to talk to each recruit individually to get a more accurate feel for them. So here is Valdosta Fire Department Recruit Class 012015 in the order they approached me:



**Daryl Lever, Detroit MI** "I was a cop. I have now learned better."



**Lamar Berrian, Valdosta GA** "Variety... and I want to give back. It's not a job, it's a career."



**Bradley Donaldson, Tallahassee FL** "The brotherhood."



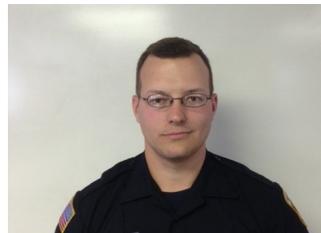
**TJ Manus, Plant City FL** "I want to be a facilitator. I want to help."



**Stephen Friend, Anchorage AK** "Firefighting rocks!"



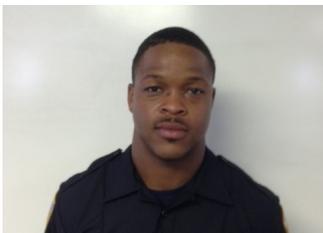
**Michael Arthur, Fort Lauderdale FL** "I want to help."



**Nick Kester, Nekoosa WI** "The camaraderie."



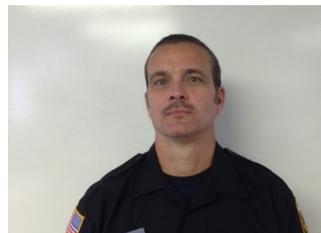
**Matthew Davis, Valdosta GA** "I enjoy fighting fire."



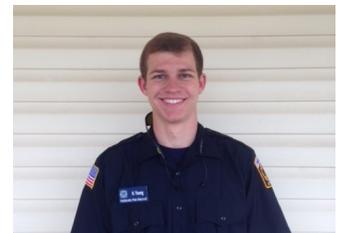
**Stan Dickson, Valdosta GA** "People are happy to see firefighters"



**Vince Houston, Valdosta GA** "It's in my blood."



**Jeff Kraushaar, Miami FL** "I want to serve and run to the fire."



**Hunter Young, WHERE FROM** "I think I'll like it."

**EMPOWERING BUGLES—NOTES ON LEADERSHIP**

**How You're an Enabler of Your Team's Poor Performance**

If you're frustrated with your team members not delivering high-quality work to you, you might be the root cause of the problem. It's time to stop being an enabler of bad behavior.

The following is an excerpt from Lead Inside the Box: How Great Leaders Guide Their Teams to Exceptional Results by Victor Prince. This post focuses on how you need to change your behaviors if you want your team members to change theirs.

Alan leads a team of highly-intelligent scientists. While most of their time is spent on scientific work, a portion of their roles is administrative. Before Alan took over the team, many of these scientists hadn't been trained on these responsibilities because their previous leader tended to do all this administrative work himself. Alan fell into that same habit when he took over the team.

During a hectic period, Alan and I spoke about how stressed out he was. "I don't have enough hours in the day to get all this stuff done."

When I asked what he was working on, he shared that he was performing these administrative tasks. As I pressed

**"...you might be the root cause of the problem."**

him for an answer as to why he was doing this work instead of making his team members do it, he said "They've never been trained on it and they screw it up pretty often. I then have to fix those errors. When they *do* try to do it,

**"It's more efficient for me to do the work myself..."**

they're constantly in my office asking me for answers to the problems they need to solve. It's more efficient for me to do the work myself rather than spend time I don't have trying to train them on how to do it properly."

I told him he was causing all the problems.

"Do you know what the problem is, Alan? You're an enabler. Your behaviors are the root of the problem." Needless to say he was

surprised by my unsympathetic response to his plight. "What's easier for them Alan - to struggle with the work and suffer through the rework you'll demand of them or to claim they don't have the skills and dump the work on your desk instead?"

Alan's eyes widened with the painful realization of the dynamic he had created. I continued "Here's another thing to consider - how many hours have you spent doing this work over the last six months? How much time would it take you to train them on these tasks so you didn't have to spend the time doing them yourself?" He knew he didn't need to answer my questions.

I offered a final perspective. "I know they're going to whine when you tell them to do the work. They're going to give

**RUMOR MILL—HAPPENINGS AND GOINGS-ON?**

If I had a memory like a steel trap, I would have been able to suggest a couple of rumors for this month's rumor mill. However, I am older now than I had been earlier and cannot recall, whilst sitting here, any rumors that need clarification or acknowledgement.

To that end, I am reposting the address for the employee suggestion box whereby you

can submit suggestions, or even rumors, for Chief Broome to address. And if my recollection is correct, the suggestion box is anonymous:

<https://www.surveymonkey.com/s/ZBVJTSM>

Or, if you would feel better doing so, you may also email

me directly: [smiller@valdostacity.com](mailto:smiller@valdostacity.com) I will forward the suggestion or rumor to Chief Broome with no indication of whence it comes.

This is a tremendous opportunity to keep from playing the "what if" guessing game and to get some real answers. Let's put it to use.



**EVENTS—HAPPENINGS AND GOINGS-ON**

06Mar—1830-2130 First Friday, Downtown Valdosta

14-15Mar—Azalea Festival, Valdosta GA

14Mar—1000hrs Wild Adven-

tures Opens

17Mar—St. Patrick's Day

27-28Mar—1800-2200 Cotton Blossom Roundup PRCA rodeo, Nashville GA.

28Mar—1000-1600 Little River Fest, Reed Bingham State Park, Adel GA.

If your church, club, or organization has a special event

that they want the Valdosta Fire Department members to know about, please send that information to the editor by the 18th of each month.

## EMPOWERING BUGLES—CONTINUED

you half-assed results in the hopes you'll capitulate and do it yourself instead of holding them accountable for doing it again. You have to break this cycle. Short term, it will suck. They won't like you. You'll be less efficient because you'll be correcting more errors and spending more time training them than you would spend if you did the work yourself. Long term, we both know you need to make this shift."

Alan stepped up to the challenge. When they brought him imperfect work, instead of picking up the black pen to do the work correctly, he reached for the red pen and marked the document up with the corrections he wanted them to make. He set a clear expectation that he would no longer be doing the work – they were only to come to him once they had a finished product. He made extensive correction marks on many deliverables. He listened to a great deal of groaning. He spent many hours teaching them *how* to do the work instead of doing the work for them.

"Short term, it will suck."

After his team members concluded he wasn't going to revert to old habits, they gave in and improved the quality of their work. For them, Alan made it more efficient to do the work right the first time rather than suffer through his red pen and additional hours of instruction on how to do things right.

"...made it more efficient to do the work right the first time..."

After making this shift, Alan found he had more time available for working on higher priority projects. He delivered better work, spent more time thinking about strategic issues, and stepped into larger responsibilities which, in turn, advanced his career. His reallocation of his leadership capital enabled this transformation of the team dynamic from dysfunctional to effective.

Reprinted from <http://www.thoughtleadersllc.com/2015/02/how-youre-an-enabler-of-your-teams-poor-performance/>

## EVENTS—HAPPENINGS AND GOINGS-ON: DANCE EDITION

Chief Broome sent out an email demonstrating his willingness to "put himself out there" for the city, for our university, and for our fire department. I received the information too late to get it into last month's newsletter but here it is now if you haven't had the chance to read about it in your email already.

04Feb

Good evening,

I have agreed to participate in the local "Dancing with the Stars" on April 11, 2015. The event is sponsored by the Music Scholarship Alliance of Valdosta State University (VSU). The purpose of this organization is to support the VSU Music Department. This organization will provide financial and volunteer support for the department and provide 100% funding for music scholarships. The organization is a non-profit organization, and no part of the net earnings will be used to the benefit of any individual.

Please visit the following website to learn more about the VSU Department of Theatre and Dance Scholarship Fund Raisers <http://www.valdosta.edu/colleges/arts/communication-arts/theatre-and-dance/events/scholarship>

[-fund-raisers.php](#)

You can make a donation to support my fundraising efforts at the following website: <http://www.gofundme.com/DancingwithStars>. I will keep the website updated with photos and videos leading up to the final event.

Thank you in advance.

22Feb

Check out my first day of practice: [http://youtu.be/AhRbQk\\_6jFI](http://youtu.be/AhRbQk_6jFI)



A still frame from Chief Broome's first day of practice video.

It's still not too late to support my fundraising efforts: <http://www.gofundme.com/DancingwithStars>.

I will be moving like a pro by the end of the month.

I've been to the site and watched the video. I've also visited the donation site and saw that I wasn't the only one to donate what I was able for a good cause. So take a moment and at least watch the video, and if you can, support your chief and our local university.