

**VALDOSTA FIRE
DEPARTMENT**

A Department Without Limits

Editor:
Sgt. S A Miller

BIRTHDAYS:

LT ROBERT MERCER	12 / 07
LT DWIGHT PRIMROSE	12 / 17
SGT JUSTIN SMITH	12 / 17
FF HUNTER YOUNG	12 / 19
FF DAVASIO JOHNSON	12 / 21
LT SCOTT WATSON	12 / 21
LT DERECK WILLIS	12 / 29
FF CARK WALKER	12 / 31
ROBERT GAINES	12 / 31

CHIEF'S TOPIC OF THE MONTH

I recently read an article titled **7 Habits of Highly Successful People** by Peter Economy. One of the habits listed was being enthusiastic. Peter Economy said, "Successful people have real passion and enthusiasm for the work they do, and they aren't afraid to let it show. Their enthusiasm is real—it comes from their hearts—and it's infectious, spreading to coworkers and customers alike." The article really hit home and the timing was perfect. For the past two years, I chose to participate more outwardly in Christmas festivities. However, it never fails, that someone will still have something disparaging to say despite the intent to uplift, and bring joy and laughter to others. Sometimes I have to remind myself that it is ok to be different as long as being different means you are being yourself. Through life's journey I have learned to no longer measure my success on job titles, salaries, degrees, etc., but on my ability to infectiously spread my joy, charis-

ma, and enthusiasm to others. We have always heard that people may not remember your name, remember how you look or where they first met you, but they will always remember how you made them feel. As we enter into the holiday season, let us not forget the true meaning. "A gift from the heart has more value than a dollar from the pocket." So I ask you, Where is your enthusiasm? How will you be enthusiastic? Remember no one can truly measure your success because it can only be measured within. Always remember that as long as you are following your heart, it is ok to be yourself and you should never be afraid to show your enthusiasm for life, for your families and for each other. I can never express the sincere gratitude I have in my heart for every member in our department, for our citizen fire academy alumni team and our community. I wish everyone a Merry Christ-



Freddie D. Broome, Fire Chief

mas and a Happy New Year. Be enthusiastic, be you!!

POINTS OF INTEREST

- Submissions to the newsletter should occur before the 20th of each month
- 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

OCTOBER EMPLOYEE OF THE MONTH



Finally, here's the picture of Battalion Chief McMillan's Employee of the Month award. Pictured is AC Boutwell, Sabrina McMillan, BC McMillan, Mayor Gayle, and Chief Broome. Late but not forgotten.

"The City of Valdosta applauds Chief McMillan for going above and beyond to serve Valdosta residents and for being named the October 2017 Employee of the Month. "

ATTA BOY—DONE DID GOOD



(from left): Erin Willis, Lt. Dereck Willis, Fire Chief Freddie Broome and Mayor John Gayle.

Please join me in congratulating Lt. Derrick Willis for being selected as the Valdosta City Employee of the Month for November 2017.

In preparation for Hurricane Irma, the VFD made the administration area of Station #1 accessible to firefighters' family members as a place of comfort during the storm. Lt. Willis took the initiative to stock the break room with refreshments. While performing his duties during the storm, Lt. Willis took the initiative to pick up food for the firefighters who were on the scene working at various emergency incidents. He looked out for the needs of other first responders, making sure they were all fed and hydrated during the response period.

The City of Valdosta applauds Lt. Willis for his willingness to exemplify excellent internal and external customer service skills, to see a need and provide a solution, and for being named the November 2017 Employee of the Month.

The City of Valdosta sends a special Thank You to Captain Thibodeau for teaching CPR/AED classes to over 60 city employees.

From email:

Chief [Broome],

I wanted to drop you a note and comment on the CPR/AED training provided yesterday. That was the best training I've seen presented to date. Capt. Thibodeau kept the session simple, entertaining, and thorough. I worked as an aircraft maintenance trainer for a few years while active duty and good training takes a lot of effort. Capt. Thibodeau seems to be a natural in this position. I felt I needed to let you know as trainers sometimes only receive negative feedback.

Thomas M. Hess

Central Maintenance Superintendent



Congratulations to Citizen's Fire Academy Class 4

- | | |
|-------------------------|---------------------------------------|
| Brittany Carter | Melanie Audain |
| Cheryl Acree | Pascale Adams |
| Darrell Carter | Phillip Hubbard |
| Dolores "Jill" Bohannon | Ramada Fuller |
| Dominic Henry | Ron O'Meara |
| Edward Doherty | Shalonda Sanders |
| Hannah Lansburg | Teresa Worley |
| Jimmy Sirmans | Alana Worley (was not in the picture) |
| Joadele Sirmans | |



Ramada Fuller

A huge thank you to Chief [Freddie D Broome](#), [Tan Rowe](#), and the entire VFD family for a great experience. Thanks for the opportunity to meet others and learn about VFD and Fire service!! It was truly an awesome and memorable experience!



Pascale Adams • 3rd

Service Coordinator /Dispatcher at Ace Electric, Inc
2 d

Thank you Freddie Broome, Tangela Rowe and each and every person who was involved in making all of it happen. It was such a great experience and I'm so sad that part of it is over! I encourage anybody that has not participated to please do so. It was such a wonderful experience and I have learned so much while having fun all at the same time. Thank you again for such a great experience and for everybody's time and effort.

EMPOWERING BUGLES—NOTES ON LEADERSHIP

How to Succeed as A New Leader

By Lolly Daskal

Congratulations on your new leadership position! I am sure you've worked hard and persevered along the way to get to this point.

Everything you've done so far in your career has led you to this position. But the experiences and skills that landed you this new job will not be what allows you to succeed.

In fact, you'll need a new set of skills to continue being successful. You need to adapt the traits and develop the skills that make leaders into great leaders. There are no quick fixes; it takes hard work and the refusal to give up.

As a leadership coach for over three decades, I have groomed some of the top leaders across all industries. I've learned there is no real secret to succeeding—it's just a matter of learning the habits and skills you need.

Here are some powerful things you can do. Use this as a blueprint and revisit it every few weeks to make sure your leadership is moving toward where it needs to be.

Create with style. Identify your own leadership style and make it clear to everyone what you stand for, what's important to you and what you will not tolerate. Allow others to get to know you—make it personal and inspirational.

Create a template. To make an impact from the start, make sure you know what you will do. Conduct an organizational assessment after obtaining input from all sources, then create a template of the information you receive and make a plan.

Avoid power trips. Now that you've earned your place as a leader, it's easy to let the power get to you. But don't. Rather than letting your ego get the best of you, treat your new position with respect and work humbly on being able to adapt, transform and do what is right.

Understand the concept behind the company. As a new leader, you need to learn the lay of the land. Become familiar with all aspects of the company so you can see what is working and what is not.

Communicate who you are. Let your colleagues and employees who you are and what you are all about. Let them get to know you so they can follow you. Those who don't know what you stand for will find it hard to follow your lead.

Trust your new team. When you became a leader, you inherited a team that you may not have even had a hand in selecting. They may not be the dream team you want, but don't become discouraged. Give them a chance to align with you and start building trust.

Generate your own vision. Craft your vision and use diversified communication vehicles, including email, memos, video conferences, and face-to-face meetings, to articulate it effectively. Let people know that you have great ideas and aspirations and you plan on making them happen.

Identify your priorities. Show others what's most important to you by identifying the priority areas to improve the bottom line. Create an action plan, dividing the areas into short- and long-term goals. Let people know you are here to get things done.

Manage all stakeholders. Most leaders think they have no time for this, but it's so important—you need to meet all stakeholders to hear firsthand their expectations and aspirations. Travel or use electronic conferencing to connect with those who are far away. Connecting with stakeholders is as important as any other task you will do.

Listen more than you speak. Speak less, listen more—get input on the major changes that need to happen and then work to improve the organization's effectiveness and bottom line.

Communicate with candor. In every communication—public or private, with people at every level of the organization and outside—be open, transparent and forthcoming.

Devise a new strategy. Don't make the mistake of following the strategy of your predecessor. It may (or may not) have worked for them, but you were hired to bring your own ideas to bear.

Create a winning formula. Create a winning formula based on your recreated vision and show how the organization can succeed with your plan. Seek early wins from the very beginning so you can build momentum.

Identify roles and responsibilities. Make sure everyone is rightly placed with their roles and responsibilities to leverage their strengths. At times, good employees are wrongly placed in the organization. Spot and place them properly.

Encourage creativity and innovation. Encourage innovative ideas among employees and reward them for their efforts.

Provide feedback. You gain credibility when you give input to your employees regularly. Guide, coach and inspire them daily.

Align and eliminate. After you have given them time to align and a chance to grow and develop, consider eliminating those who aren't on board with your ideas. Sometimes part of making sure you have the right people on the bus is making sure the wrong people get off.

Stay open to learning. Every great leader knows that to have a continuing impact and a great legacy you need to keep learning. Self-improvement is a lifelong journey, and success as a leader and as an individual requires constant learning. Treat your education as a process, not a race with an end point.

Remember, it's always about others. It's not about your achievements, your goals, your ambitions or your success as a leader. Everything you've done and earned for yourself is now your goal for your team. It's about recognizing their efforts and contributions, rewarding them for positive behavior and helping them succeed.

Think of your legacy. Ask yourself how you want to be remembered at the end of your time with the organization. Then work backward, building upon your vision of your legacy daily.

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LEADERSHIP—CONTINUED

Lead from within: The new leader is one who commits people to action, who converts followers into leaders, and who may convert leaders into agents of change.

About the Author:



Lolly Daskal is one of the most sought-after executive leadership coaches in the world. Her extensive cross-cultural expertise spans 14 countries, six languages and hundreds of companies. As founder and CEO of Lead From Within, her proprietary leadership program is engineered to be a catalyst for leaders who want to enhance performance and make a meaningful difference in their companies, their lives, and the world.

Of Lolly's many awards and accolades, Lolly was designated a Top-50 Leadership and Management Expert by Inc. magazine. Huffington Post honored Lolly with the title of The Most Inspiring Woman in the World. Her writing has appeared in HBR, Inc.com, Fast Company (Ask The Expert), Huffington Post, and Psychology Today, and others. Her newest book, *The Leadership Gap: What Gets Between You and Your Greatness* is being released by Portfolio May 2017.

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ATTABOYS—CONTINUED



Special thanks to Sarah Lowe for painting and donating the American Flag for the 2nd Annual Firefighters Ball Veterans Raffle

Also congratulations to Larry Mathews for winning the Veterans Raffle and to Johnny Ball for winning the 50/50 raffle which he donated it back to the Pink Heals.



Tina K. Anderson added 2 new photos. November 21 at 7:21am · 🧑



The Valdosta Fire Department's Drums and Pipes Corp surprised me yesterday at Wiregrass! Good thing I wore my tartan! Thanks to everyone who made this wonderful surprise happen. Great day.



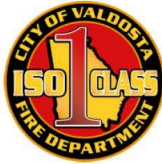
Hospice of South Georgia -- Valdosta, GA November 3 at 4:00pm · 🌐

On Wednesday, November 1st- our Valdosta City Fire Chief, Freddie Broome, made a visit to our campus to read a city proclamation declaring the month of November National Hospice and Palliative Care Month! Thank you, Mr. Broome, for helping us formally begin our Hospice Month celebration!

Help us reach out and educate our communities on the important work of hospice this month! You can get more information on hospice services through our website: HospiceofSouthGeorgia.org & moments.nhpco.org

2nd Annual Firefighters Ball

For Pink Heals Valdosta South GA



Special Thanks to our Corporate Sponsors

VALDOSTA
A City Without Limits



Special thanks to Sarah Lowe for painting the American Flag for the Veteran's raffle.