



ONLINE

Academy Overview & Program Details

All American Leadership

Our Purpose

Inspire, empower, and challenge leaders
to develop and sustain high performing cultures

Our Ethos

Character

Empathy

Trust

Ownership

Learning



All American Leadership - Who We Are

Leaders who have led – current or former



Commandant, US Naval Academy

Deputy Commandant, US Military Academy

Commandant, The Citadel

Commander, Carrier Strike Group 9

Commander, Officer, SEAL Group 2 (all SEAL Teams on the East Coast)

Director, Character & Officer Development, US Naval Academy

Exec. Director, Character & Leadership Development, US Air Force Academy

Chief, National Leadership Training for Air Force ROTC

Chief, Leadership Programs, National Medal of Honor Institute

Air Force Representative to Secretary of Defense on Ethics & Professionalism

Commander, Naval Special Warfare Center (where SEALs train)

Commodore, Naval Destroyer Squadrons 7 & 21

Global Expedition Leaders (Including NASA, 8 of Top 20 Business Schools)

Fire Chief, Cities of Coronado & Benicia, Assistant City Manager

Mayor, Lander, WY

VP, Ops, Blue Origin – New Shepard (put Jeff Bezos in space 2021)

VP, Test & Launch Eng. Ops; ASTRA Space Launch Co.

Culture Leader for Southwest & Jet Blue Airlines

Chief Organizational Learning Officer, Cleveland School District

Chief Talent, Integration & Culture Officer, The Kauffman Foundation

Multiple Professors of Leadership and Organizational Development

Recipients of the Legion of Merit, Bronze Star for Valor, Purple Heart,

Vice Admiral Stockdale Leadership Award



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Why a Fire Leadership Academy?

As the fire service faces diverse and converging challenges, the demand for empathetic and principled leaders is more critical than ever.

The retirement of senior leaders, coupled with evolving community needs and varying experience levels of a younger generation creates significant challenges.

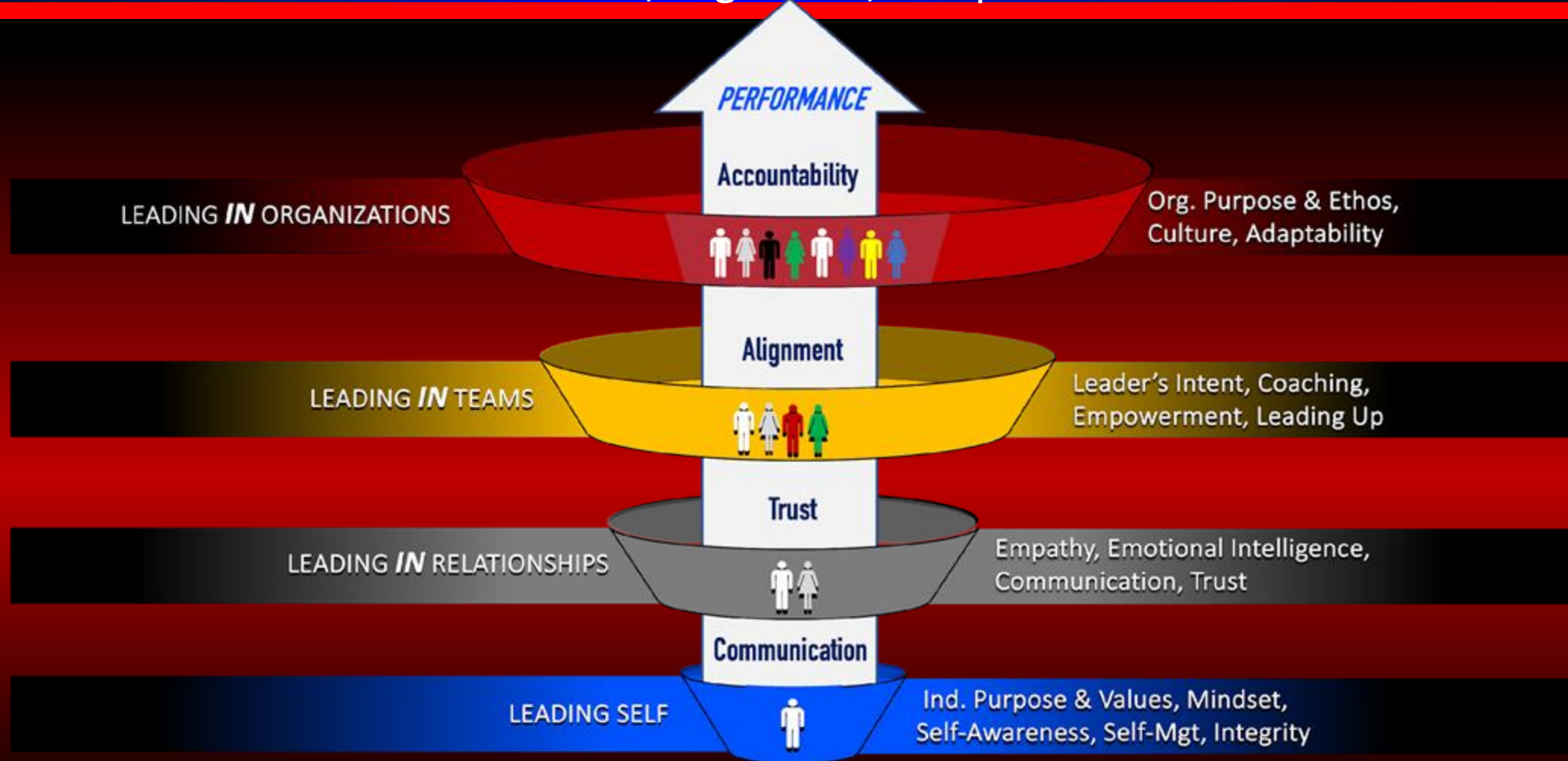
Increasing mental health and agency cohesion issues underscore the urgent need for a deliberate, strategic approach to leader development and succession planning.

The Fire Leadership Academy meets this need by developing leaders of character who connect, inspire, and lead the future of the fire service.



The AAL Leadership Developmental Framework

Promotes trust, alignment, and performance



We begin with *leading self* and climb to *leading in organizations*.

All American Leadership Fundamentals

Flow



Mindset



Accountability Ladder



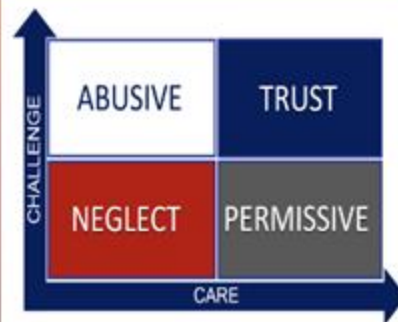
Awareness to Action



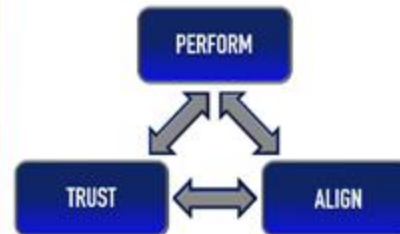
Expedition Behavior



Care - Challenge



Trust - Align - Perform



Deliberate Practice

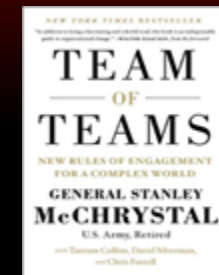
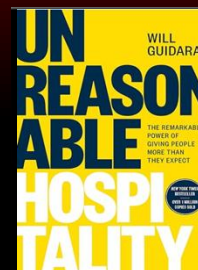
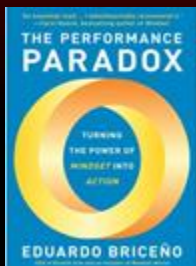


You will repeatedly discuss, practice, reflect on, and eventually embody these!

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Developmental Philosophy

- Learn through a science-based progression
- Ingrain the AAL leadership fundamentals
- Between sessions: Practice, read engaging material, watch powerful videos
- Reflect, use self-assessments, and discuss to gain self-awareness
- Address current challenges in small groups comprised of diverse ranks and departments
- Understand and apply theories behind great relationships, teams & organizations
- Less lecture and more individual thought yield deeper learning!
- Enhance your (and others') success with accountability partners
- Develop purpose and ethos—clarifying the person, teammate & leader you intend to be
- Develop and present your leadership journey, philosophy, intended legacy, and commitments



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Fire Leadership Academy History

Class 001 (2016): 8 participants from LA



Class 004-007 (2020-2023):
pivoted online during COVID,
grew to 4 states



Classes 008-013 (2024-2025)
5 academies in CO, CA, WA & 2 online

If you prefer an in-person academy, we are planning those in several regions. Contact us for more details.



AAL Fire Leadership Academy

>300 participants over 10 years and >200 anticipated this year

Rank entering academy: 33% chiefs (including 4 fire chiefs)
 48% captains & lieutenants
 19% engineers & firefighters
 Some non-sworn personnel (CFO, logistics. mgr., executive asst...)

Many have been promoted—including to senior chief officer and several to fire chief.
This was due to improved leadership skills, not a training checklist!



Dan Hurlock - Class 003 (2019)
Appointed Fire Chief 2021

All American Leadership - Fire Leadership Academy

Testimonials

"Before this class I had scattered thoughts of what leadership meant. AAL really gave me structure, and I ended up utilizing concepts from the class quite often. It also allowed me to take a deeper look into myself and who I truly am as a person, and I am thankful for that."

"AAL offers an opportunity to learn leadership traits from many different fields and apply them to the fire service."

"The AAL Fire Leadership academy is a must for anyone that wants to learn about themselves, learn and develop your leadership style and make yourself an even greater asset to your organization."

"Great Program! You will be challenged to rethink how you look at leadership! "

"We not only learned new material every month, but we also reviewed what we previously learned, we used it at work and then came back and discussed how it went the following month. It felt like we were actually developing skills, not just adding a bunch of new stuff on the plate."

"AAL changed my path in leadership, and I wouldn't be in this seat without the lessons I learned."
- Anthony Hildebrand, Downey Fire Chief



All American Leadership - Fire Leadership Academies

A Growing Community



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Fire Leadership Academy

When	Seven day-long sessions, 0830 – 1630 Pacific Time Dates: 1/21, 2/25, 3/25, 4/22, 5/27, 6/24 and your choice of 7/15 or 16 You must complete 5 of the first 6 sessions and session 7 (the final project)
Where	Zoom
Investment	\$2,650/participant. Invoice will be sent after you register. Textbooks not included PDF of workbook provided
College Credit	Currently available. Contact us for more details.
Coaching	Optional—Eight one-on-one developmental coaching sessions (\$800 total)
<u>Register</u>	Deadline December 14, 2025 Early registration advised!



Are you ready to become the leader your team needs?

Click [HERE](#) to register.



LEADERSHIP

For questions, please contact
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