

ALL AMERICAN LEADERSHIP FIRE LEADERSHIP ACADEMY



LEADERSHIP



Fire Leadership Academy Overview & Program Details
Presented By All American Leadership

All American Leadership - Fire Leadership Academy

Program Overview



Class Schedule

Why a Fire Leadership Academy

Purpose & Ethos

Who We Are

The AAL Leadership Academy

- Developmental Framework
- Developmental Objectives
- Leadership Fundamentals
- Developmental Approach and Philosophy and Techniques
- Fire Leadership Academy Developmental Resources
- Capstone Legacy Presentations



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Leadership Academy Schedule

Session I (Leading Self):

Session II (Leading in Relationships I)

Session III (Leading in Relationships II)

Session IV (Leading in Teams I)

Session V (Leading in Teams II)

Session VI (Leading in Organizations)

Legacy Presentations

The Fire Leadership Academy is a seven-month developmental journey consisting of seven full-day sessions held once per month, allowing participants the time and space to reflect, apply, and grow between each experience.

Tuition ranges from \$2,800–\$3,500 per participant depending on total enrollment, with a minimum cohort size of 24 participants and a maximum of 36.

All sessions include 2 facilitators.

Click [HERE](#) to be placed on our list of interested participants



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

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



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AAL Purpose & Ethos



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Why We Exist

To Inspire, Empower, and Challenge leaders
(to develop and sustain high performing cultures)

Our Ethos

Character

Empathy

Trust

Ownership

Learning



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Who We Are



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Who We Are

Leadership Development from Leaders Who Have Led, including current or former...

Commandant, U.S. Naval Academy
Deputy Commandant, U.S. Military Academy
Commandant, The Citadel
Commander, Carrier Strike Group 9
Commander, Seal Group 2 (all SEAL Teams on the East Coast)
Dir., Leadership & Professional Development, U.S. Naval Academy
Exec. Dir., Character & Leadership Development, U.S. Air Force Academy
Dep. Dir., Character & Leadership Development, U.S. Air Force Academy
Chief of National Leadership Training for Air Force ROTC
Chief, Leadership Programs, National Medal of Honor Institute
Air Force Rep. to Secretary of Defense on Ethics and Professionalism
Commander, Naval Special Warfare Center
Commodore, Naval Destroyer Squadron 7
Commodore, Naval Destroyer Squadron 21

Global Expedition Leader (Incl. NASA; 8 of Top 20 U.S. Bus. Schools)
Fire Chief; Cities of Coronado, Benicia, Assistant City Manager
City Council President, 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 and Jet Blue Airlines
Chief Organizational Learning Officer, Cleveland School District
Chief Talent, Integration and Culture Officer, The Kauffman Foundation
Multiple Brigade and Battalion Commanders
Multiple Combat Commanders
Multiple Recipients of the Legion of Merit
Multiple Recipients of the Bronze Star for Valor
Recipients (2), Vice Admiral Stockdale Leadership Award
Multiple Professors of Leadership and Organizational Development



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The AAL Leadership Academy

High Performing Cultures excel at C5 Communication (Clear, Concise, Consistent, Curious and Continuous), enabling them to...

- Develop high levels of Trust
- Align on purpose and values
- Consistently Perform at a high level

The Fire Leadership Academy promotes these skills and competencies through the AAL Developmental Framework.

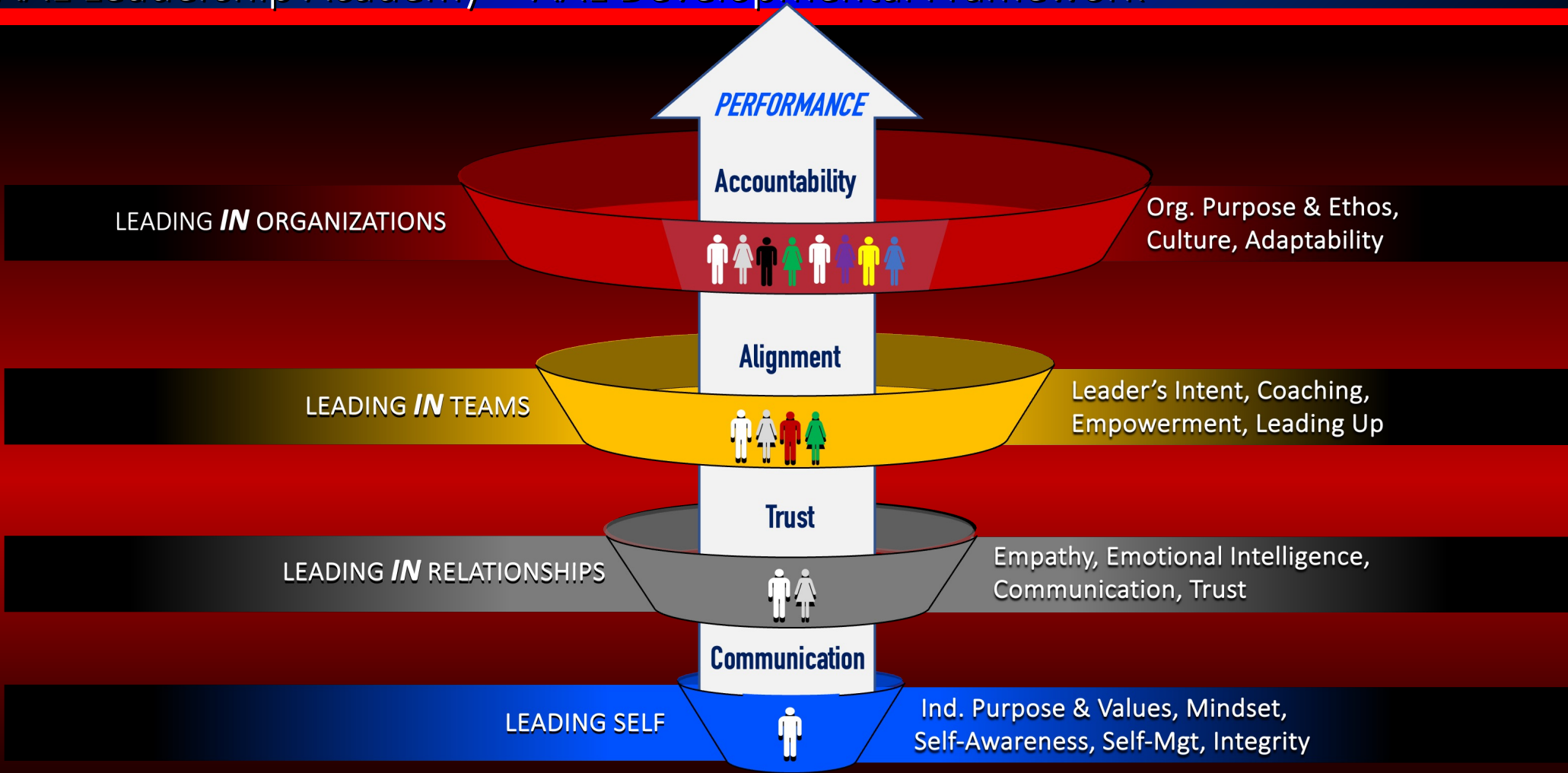


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The AAL Leadership Academy - AAL Developmental Framework



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

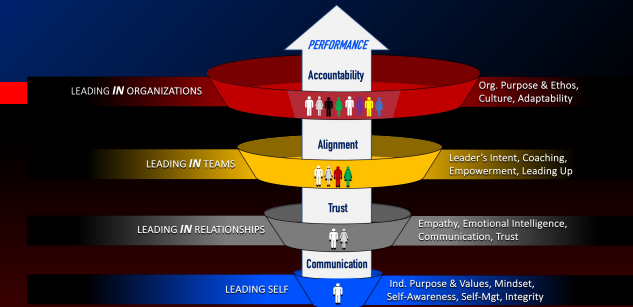
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Developmental Objectives

Phase I (Session I): Leading Self



Experiences are designed to Inspire, Empower, and Challenge participants to:

- Understand and adopt a Growth Mindset with respect to leader development for self and others
- Embrace **Character** as a foundational element of leading self
- Reflect critically on their individual journey; The Path, Experiences, Impacts and Priorities
- Clarify personal leadership Beliefs, Values and Purpose
- Understand the connection between Competence, Confidence, and Commitment to leadership excellence
- Assess and discuss one's individual balance between confidence and humility
- Assume responsibility for how one's emotions and biases impact your thoughts and actions
- Demonstrate a commitment to leading with behavioral integrity



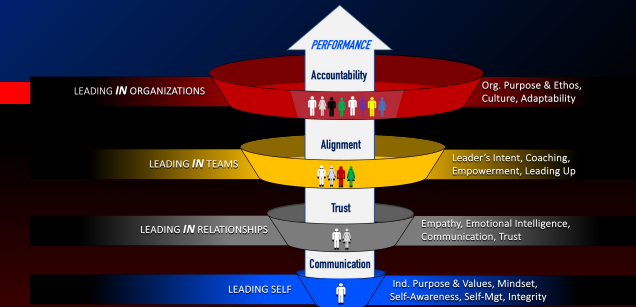
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Developmental Objectives

Phase II (Sessions II & III): Leading *in* Relationships



Experiences are designed to Inspire, Empower, and Challenge participants to:

- Embrace **Empathy** as a foundational element of leading in relationships
- Generate and sustain trusting relationships with relevant stakeholders
- Assume ownership of how their emotions and biases impact relationships with others
- Expand compassion capacity for the well-being of others
- Acquire the requisite competence to engage in crucial conversations
- Demonstrate commitment to the growth and development of others



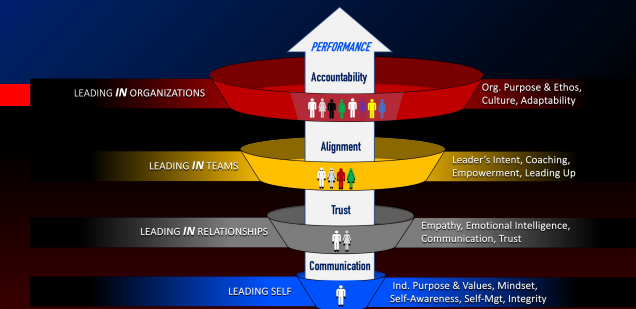
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Developmental Objectives

Phase III (Sessions IV & V): Leading *in* Teams



Experiences are designed to Inspire, Empower, and Challenge participants to:

- Employ Trust as a foundational element of leading in teams
- Create unity of effort within and among teams
- Assume ownership of how one's emotions and biases impact the ability to lead in teams
- Mobilize teams to realize a common, noble purpose
- Promote team purpose and values through words and actions
- Acquire the requisite competence to coach team resilience and adaptability
- Demonstrate a commitment to nurturing trust within and across teams



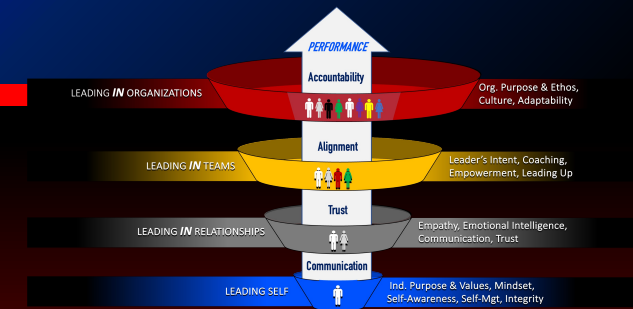
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Developmental Objectives

Phase IV (Session VI): Leading *in* Organizations



Experiences are designed to Inspire, Empower, and Challenge participants to:

- Demonstrate commitment to fulfilling the organizational purpose and values through aligned words and actions
- Assume responsibility for creating and sustaining a high performing organizational culture
- Balance advocacy and inquiry in development and support of strategy
- Enhance trust among up and down the hierarchy as well as among teams
- Create organizational conditions for continuous improvement in terms of efficiency, effectiveness, adaptability, and innovation.
- Exhibit ownership of your own development as well as your impact on relationships, teams, and organization

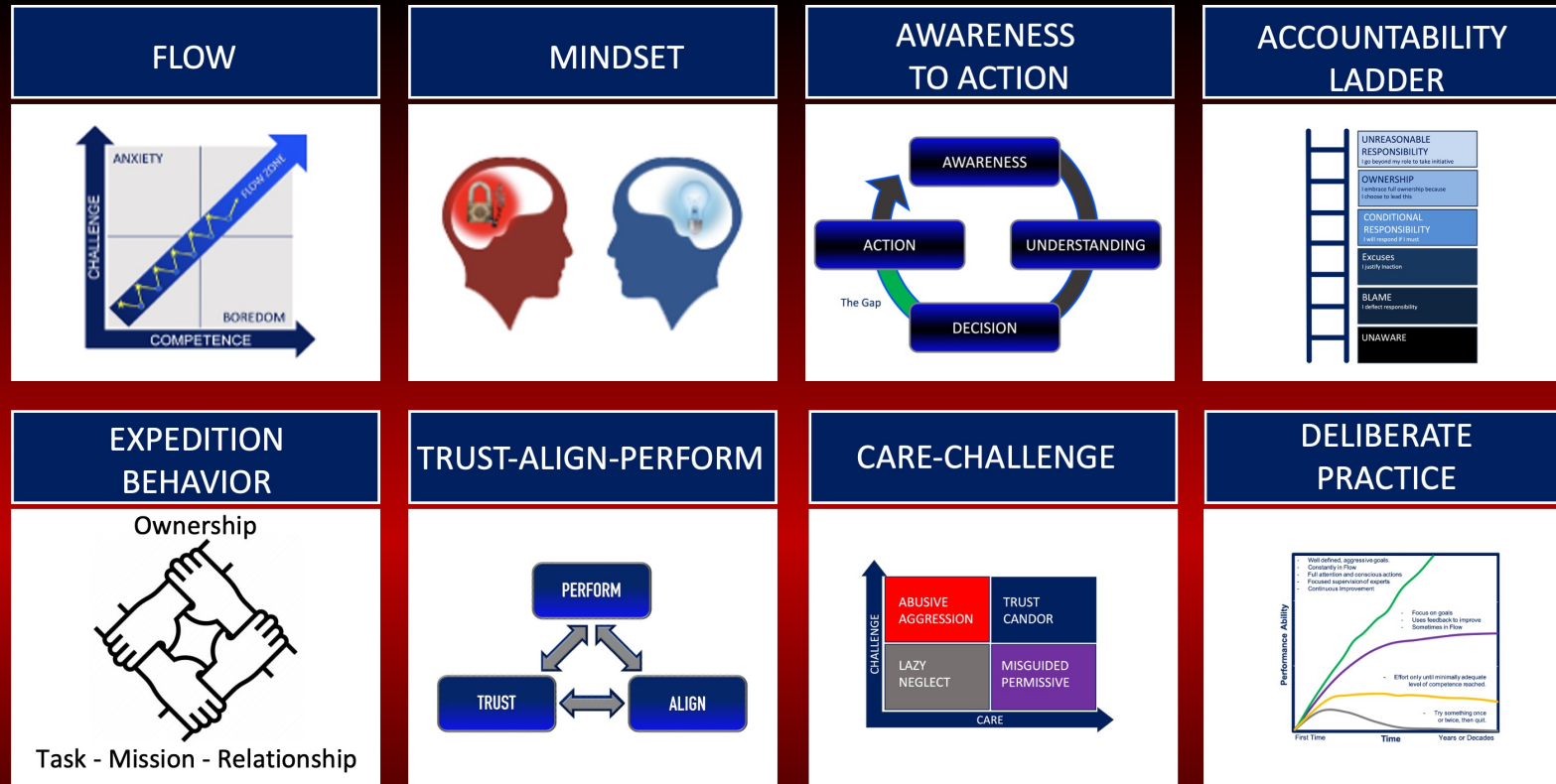


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Leadership Fundamentals



These 8 leadership fundamentals will be introduced in Session I, and revisited at the start of each session, where participants will discuss, present, internalize and enhance their competence. Over the Course of the Leadership Academy, participants will begin to recognize and apply these fundamentals both professionally and personally.



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Developmental Philosophy & Techniques

- Learn through a science-based progression
- Read engaging material, watch videos, self-assess, practice and discuss
- Develop (and refine) your Purpose and Ethos
- Ingrain Fundamentals of Leadership
- Discuss current challenges in breakouts comprised of diverse ranks & departments
- Dedicate to personal growth as a person, teammate, and leader.
- Enhance your (and others) success with accountability partners (“Ropeholders”)
- Reflect regularly, a key component of growth
- Develop and present your leadership philosophy & intended legacy



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Developmental Philosophy & Techniques

Reflection

“The unexamined life is not worth living” – Socrates

Development and refinement of personal purpose and ethos, as well as a formal reflection between sessions creates greater clarity around who you are and who you intend to be. All of which support deeper learning by strengthening new neural connections

Small Group Discussion and Accountability Partners (Ropeholders)

Less lecture, more individual thought and small group discussion are proven to yield better understanding and deeper learning and retention.

Sharing your goals, intentions and challenges—as a person, teammate and leader—while committing to challenge and support each other’s progress towards them leads to significant, lasting growth. Accountability partners fill these roles in helping each other become the leader they intend to be.

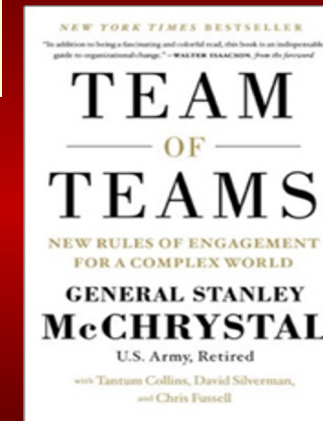
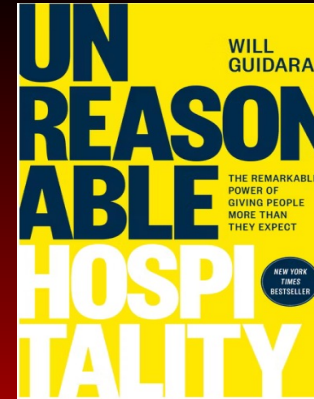
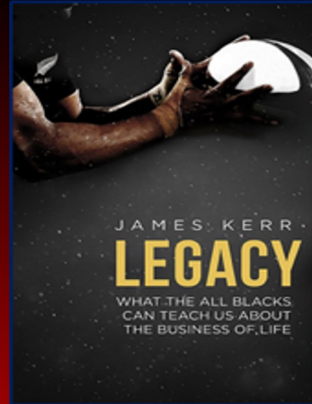
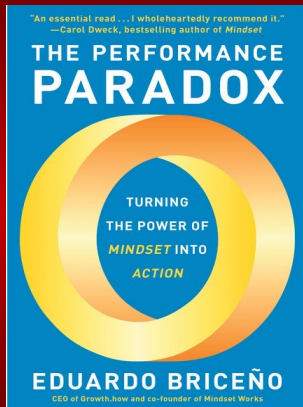


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Developmental Resources



You will receive and read portions of the above, discussing, implementing, and internalizing key lessons.



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Capstone Legacy Presentations

My Legacy – Capstone presentations by each participant proclaiming their...

Purpose & Values

Leadership Journey

Leadership Philosophy

Desired Legacy

Agency Commitment



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Fire Leadership Academy Historical Review – Geographic and Demographic Mix

Geographic mix of participants to date:

Over nearly a decade, The AAL Fire Leadership Academy has served over 300 participants from nearly 50 Agencies across the western states. Based on current commitments, this is projected to expand to almost double in 2026.

Demographic mix of participants to date:

~ 33% Chief officers

~ 48% Fire Captains

~ 19% Engineers & Firefighters/Paramedics

(In addition to non-sworn personnel - CFO to Exec. Asst.)



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Participant 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.”



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Are you ready to become the leader your team needs?
Register now through your supervisor!



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For questions, or to register participants, please contact Rob Nielsen directly:
Call or text at 708-421-0162
Or by email at rnielsen@allamericanleadership.com

Click **HERE** to be placed on our list of interested participants