

## Our Work within the Fire and Rescue Service

### Leadership Training – London Fire Brigade

We have delivered over 30 four day, residential leadership courses for the LFEPA over the last 6 years. This has included both Crew Commander Leadership Training plus the "Leadership and You" initiative aimed at combining both operational and main grade staff in leadership courses. Our extensive involvement has provided us with a thorough and unique insight into the needs and requirements of the LFEPA.

We have been at the cutting edge of the design evolution of these courses over the years and provided a number of innovative ideas, which have been incorporated into the course process helping with both the quality and ease of delivery.

Candidates are assessed against a personal skills framework containing 14 underpinning skills. Extensive trainer and peer review provides all candidates with detailed feedback on all aspects of their performance throughout the course.

### Team Development Programmes – London and Cambridgeshire Brigades

Following an extensive re-structuring processes within both London and Cambridgeshire in which many key functions such as operational management, administration, training and community fire safety were devolved from central to borough or district control we were asked to design and deliver suitable team development programmes to help either before or after this transition.

Typical programmes are two to two and a half days in duration and have provided a range of both peer and functional work teams opportunities to learn about team working, team development and team leadership in order to apply new and enhanced skills within their own teams in the workplace. The course content typically includes:

- ✦ Team diagnostic tools to look at attitudes to recent organisational change
- ✦ Use of Belbin Team Roles applied to team dynamics and behaviours, team mix, strengths and 'blind spots' within teams
- ✦ Dealing with conflict within teams
- ✦ Meeting management
- ✦ Roles and responsibilities within each of the teams
- ✦ Action planning and transfer of learning

A key outcome of each of the programmes has been that RDT trainers have put together a comprehensive report, a copy of which has gone to every participant as well as key members of the Senior Management Team. In each case the reports have summarised the following:

- 👉 Results on attitudes towards change and the current climate
- 👉 Data from Belbin Profiling
- 👉 Key learning points from reviews of practical exercises
- 👉 Team and individual action points
- 👉 Feedback for senior management

Feedback from these courses has been hugely positive with both participants and management commenting on how 'hands on' and relevant the training has been with real and tangible links to work and the wider organisational context.

### **Networking Women in the Fire Service (NWFS)**

The NWFS is a national conference forum held every 2 years at different venues. It aims to provide a lobbying voice for minority groups within all of the fire authorities throughout the UK. We have delivered workshops at the last three biannual conferences of the NWFS in team leadership, facilitation and coaching skills and creativity and innovation

### **Senior Management Training**

We have been asked to design and deliver a 3 day programme for the SMT of Cambridgeshire Fire and Rescue Service to look at their own team effectiveness and some of the issues thrown up from the recent changes and restructuring both locally and nationally.

### **Team Building Events**

Within London, we have worked with a number of large department groups such as the Officer Development and Fire-fighter Development Groups, Training to Succeed Teams and Schools Liaison Teams on a range of one and two day Team Building events over the last 6 or 7 years.