

Washington Department of Natural Resources
L-380 Fireline Leadership
Chattaroy, WA 2-6 May 2016



L-380 Fireline Leadership

This is a National Wildfire Coordination Group leadership development training course. The intent of this training is to provide unit supervisors with the tools to build and maintain effective and cohesive crews/teams. The primary subjects delivered during the course are; Application of Leadership Styles, Communicating Leaders Intent, Building a Cohesive Team, Detecting and Mitigating Error and Stress Management. This course is delivered using the facilitated teaching method which requires participants to actively engage in discussions and activities relevant to each subject. The course is delivered in both a classroom and field environment which allows participants to engage in leadership oriented exercises both inside and outside the classroom. The course length is 40 hours which includes 8 hours of pre-work and 32 hours of classroom/field instruction. Participants will receive a leadership case study book and are required to read it prior to course attendance in order to be prepared to engage in the facilitated instruction.

Intent

The L-380 training experience will provide developing leaders with a set of tools and techniques to build and maintain cohesive crews or teams. Beyond a set of tools and techniques, this training experience is designed to make an emotional and lasting impact. Essential guiding principles for achieving this impact include: enhancing the students' understanding of the human dimension when leading others in dynamic work environments; utilizing experiential training techniques that will engage students in ways that challenge them to perform under realistic and high-stress situations; and motivating students to examine their role as a leader and their strengths and weaknesses as a leader. At the end of the course the students will demonstrate an understanding of fundamental leadership principles.

Students must complete a pre-course work assignment that involves reading the Leadership Case Study book and answering questions pertaining to the book. Students will receive their pre-course materials in the mail within 3-4 weeks of the course.

Required Materials

- *Endurance: Shackleton's Incredible Voyage* by Alfred Lansing
- Incident Response Pocket Guide (IRPG)
- Fireline gear-full PPE, pack, and boots (no radio, tool, or fire shelter).

Pre-Course Work

Pre-course work is also based on a reading assignment of a leadership case study book. The book for this course is *The Endurance*. This is a NWCG requirement. Please read the book and come to class prepared to engage in discussions and exercises using the leadership case study as a reference.

Go to the NWCG Leadership Development Program website at www.fireleadership.gov



Open



Select 1 of the 3 Values of Leading in Wildland Fire and describe why this is important to you as a leader and as a member of your organization.

Open



Navigate and become familiar with the resources available under **Leadership Toolbox**

- Under **Duty**, identify a book from the [Professional Reading Program Library](#) and a movie from the [Leadership in Cinema](#) that would interest you. Under the [Staff Ride Library](#) select a staff ride that provides you with a more thorough understanding of the history and legacy of wildland firefighting.
- Under **Respect, Know Your Subordinates**, download and review the [L380 Crew Cohesion Assessment](#). Under **Keep Subordinates Informed, Briefing and Intent** navigate all the sections and become familiar with the resources available. Under **Employ Subordinates Appropriately, After Action Reviews** navigate and become familiar with the articles and discussions on AARs. Find and read the [Tips for Conducting AARs](#).

Classroom Training

Students are expected to engage in facilitated interactive instruction and team building activities. Students will be assigned to teams and remain with the team throughout the course. Students should wear casual clothes appropriate for a leadership course.

Field Training

The field training is conducted in 2 separate activities. The 1st activity is the Leadership Reaction Course (LRC) consisting of 5 separate events. The LRC events require active participation in physical activities designed to put into practice subject material, concepts, and instruction delivered in the classroom portion of the course. The LRC is conducted outside near the classroom facility. [Clothing & Equipment](#) Students should wear casual clothes that are suitable for outdoor physical activity (check weather). Students are required to bring their hardhats and gloves. The 2nd activity is the Field Leadership Assessment Course (FLAC) consisting of 10 separate events over a 5 mile course in a field location. The FLAC events require active participation in physical activities designed to put into practice subject material, concepts, and instruction delivered in the classroom portion of the course. [Clothing & Equipment](#) Students are required to wear their nomex fire pants and shirt or their appropriate agency field uniform. Bring weather related clothing if applicable. Students are required to bring their packs & PPE (minimum gloves, hardhats, boots). No tools, radios, or shelters are required. Packs should be light weight and used to carry lunches and inclement weather gear.

Course Location

Spokane Fire District #4, Station 46 (Riverside)
3818 East Deer Park Milan Road
Chattaroy, WA 99003

