

“The chance to sit with peers...and Guy as the facilitator has had a profound impact on my journey as Fire Captain.”

Fall 2019
6 Months Duration



25 Contact Hours
No Travel

“Guy Perrin offers leadership development programs and coaching that are beyond typical trainings. Each participant can focus on areas that may be limiting their effectiveness through confidential conversations about the way the organization perceives them... with specific coaching on how to enhance their skills and abilities.”

Dan Petersen, Fire Chief
Unified Fire Authority, SLC, UT

FIRE OFFICER LEADERSHIP DEVELOPMENT

REAL DEVELOPMENT · VIRTUAL MEETINGS

“In applying his understanding of the Fire Service culture, Guy has packaged a comprehensive (program) to effectively guide participants in becoming more aware and successful in their leadership role. This program has proven effective for our personnel and should be considered by all seeking to fully develop as a leader.”

Mike Hussey, Deputy Chief,
Jackson County Fire District 3
White City, OR

Workshops: Sept 16 & 23, Oct 7 & 21, Nov 4 & 25, Dec 16 Assessments: Sept Individual Coaching: 4 hours (Sept-Mar)

Content and Approach

Participants will increase awareness of their current leadership style, learn fundamental leadership concepts and skills, establish their own goals, and receive support from their peers and coach as they apply new approaches in their positions.

The program addresses the 4 Areas of Leadership with these practical tools and more:

Self-Management

Self Assessments
Goal Setting
Time & Priority Management
Personal Power Grid

Leadership Strategy

Leadership Theory
Situational Leadership
Hallway Chalk-Talks
Strategic Planning

Relationships

Listening & Feedback
Conflict Resolution
Managing Change
Team Development

Performance Management

Performance Management Cycle
Coaching and “The Coaching Curve”
Confronting “Subpar” Performance
Supporting and Consequences

Each participant will customize their experience through personal goals, scenarios from their own experience, individual coaching sessions, and application of tools relevant to their agencies.

Format and Components

The program is designed to provide a challenging yet supportive development experience for leaders in public safety. Our approach is very much “hands-on” and practical. The extended duration provides continuity, supports “experimentation” in the workplace, and solidifies progress.

Format: Small closed cohort of Fire Service leaders (12 maximum). Individual development goals and plan.

Assessments: 360 degree feedback on 54 leader qualities; Myers Briggs Type Indicator; Conflict Mode Instrument.

Workshops: Seven high-participation virtual meetings focusing on key leadership concepts, practical tools, personal experiences, and case studies. Meetings are 9 am-12 noon PST.

Zoom video-conferencing (group HD video/audio with screen sharing). Tech support available.

Coaching: Four hours individual Coaching with Guy Perrin (Zoom, Facetime or telephone). 6 months access.

Resources: Practical workbooks and library of leadership books.

Credit: Framed certificate of completion. Training hours will be submitted per participant request.

Who Should Attend

Fire Officer Leadership Development is for supervisors in small and medium-size agencies in the Northwest. Experienced leaders and those new to their role will benefit from the program.

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“I will, without doubt, share how great this course is with all aspiring officers. Thank you.” - Cpt.



REAL DEVELOPMENT **FIRE OFFICER LEADERSHIP DEVELOPMENT** **VIRTUAL MEETINGS**

About Centerpoint

We are dedicated to increasing the effectiveness of emergency services leaders and their agencies.

We provide customized leadership development solutions through professional coaching, facilitation, consulting, critical incident stress management, and behavioral health and wellness.

We build lasting relationships with our individual and agency clients. Agencies we serve include Unified Fire Authority (Utah), Medford Fire-Rescue, Jackson County Fire District #3, Jackson County Sheriff’s Office, Medford Police Department, Emergency Communications of Southern Oregon, and Grants Pass Department of Public Safety. Centerpoint also works with a wide range of civilian organizations.

We have been located in Southern Oregon since 2002. More information at [Centerpoint](#).

Facilitator and Coach



Guy Perrin is President of Centerpoint and has over 25 years experience in leadership coaching, consulting, facilitation, counseling and behavioral health. Guy specializes in emergency services professionals and agencies. He developed *Fire Officer Leadership Development* and has facilitated similar leadership programs for hundreds of participants over 12 years. United Fire Authority host programs in Salt Lake City, and Jackson County Sheriffs Office host a similar program for Southern Oregon fire, law and dispatch agencies.

Guy is Department Counselor for Medford Fire-Rescue and Jackson County Fire District #3, and he has been a member of Southern Oregon Critical Incident Response Team for over 15 years.

In Vancouver, BC, Guy was a Senior Consultant with KPMG where he developed their executive and professional coaching practice. Also in Vancouver, he was a manager for the two daily newspapers and a supervisor in a manufacturing company. Guy has a Masters in Counseling Psychology from Antioch Graduate School, a Commerce Degree in Organizational Behavior from University of British Columbia and a Certificate in Dispute Resolution from Justice Institute of British Columbia. He is a member of the International Coach Federation and American Society for Training and Development.

Fees, Credits, and Registration

\$1500. Program is limited to 12 participants. Limited scholarships may be available (contact Centerpoint).

Cancellation policy: 25% charge once assessments begin and prior to 1st Workshop.

DPSST form F-6 will be available to log training hours (total 25 hours) for Oregon participants.

Contact Centerpoint for training credits in other states.

Contact Centerpoint for additional information: ☎ **Phone** (541) 245-0789 ext #1 ✉ **E-mail** info@centerpointonline.com or complete and return the following:

Registration for **Fire Officer Leadership Development**

Name		Agency	
Phone	Cell	Email	

✉ **E-mail** info@centerpointonline.com ✉ **Fax** (866) 454-9789 ✉ **Mail** 295 E. Main Street #9, Ashland, OR 97520

