

Strickland Leadership Philosophy

I believe in simplicity in leadership:

- **Ownership**
 - We will all experience failures and mistakes in our job. While “winning” is our goal, sometimes our best opportunities for growth will come from failures. Taking responsibility of those failures and the failures of your team are important. We must first look to ourselves as the source of the breakdown in the hands of our subordinates. With introspection, there may be opportunities to refine expectations, develop new plans or methods, or provide training. This should be our goal.
- **Communication**
 - I embrace open communication within our team. I am open to new ideas and discussing alternative options when appropriate. Do not let frustration fester. Let’s talk about it and move forward. I should be considered as very approachable. The sooner we communicate issues, problems, and conflict – the sooner we can work to resolve issues, problems, and conflict.
- **De-Centralized Leadership based on Centralized Expectations**
 - Leadership should be occurring at all levels from the Captain to the Firefighter. I believe that sharing knowledge is important. The Leader’s Intent should be a tool to serve as guidance in your team’s daily decision making in the fire house and incident scene. Ensure your team knows the rules of engagement and your expectations. Do not punish well intended decision-making, rather use negative outcomes as growth opportunities.
- **Functional Training**
 - I believe in regular Hands-on Training. The job is very physical in nature and it requires constant practice and refinement. Knowledge is perishable. As occupational athletes, I expect training to reflect what we would expect from professional sports teams. If elementary soccer players can practice two hours a week, we can do better.
 - Training should be tiered in a crawl, walk, and run format when introducing new techniques. That said, we often stop at the crawl or walk phase. We must provide real-time, realistic training to condition success.
- **Functional Physical Training**
 - The members of our battalion should not have anxiety with performing on the fire ground or completing work performance evaluations. Regular physical training should remove any doubt of physical ability. In addition, PT should include specific training for our job. Functional PT, while wearing our PPE, should include aspects of our fire ground performance expectations to include deploying hose, searching, lifting, and moving.
- **Ego**
 - We all have ego. It’s not always bad, but often we allow our ego to cause conflict and stiffen our positions, which results in negative outcomes. When we control our ego and insecurities, become and remain humble, and commit to solutions, we move towards success and resolutions.
- **Compassion & Empathy**
 - I believe in compassion & empathy for not only our visitors and citizens, but also our team members. I try to slow my judgement and get behind the issue.
 - We should treat everyone we make contact with as if they were a family member. Period. Anything less is not acceptable.