

## Curriculum Vitae

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### EXPERIENCE

<b>President &amp; Principal Consultant</b> , Gasaway Consulting Group, LLC St. Paul, Minnesota	1992-present
<b>Chief Scientist</b> , Situational Awareness Matters! St. Paul, Minnesota	2009-present
<b>Resident Instructor</b> , Executive Fire Officer Program, National Fire Academy Emmitsburg, Maryland	2009-present
<b>Professor</b> , School of Undergraduate Studies, Capella University Minneapolis, Minnesota	2009-2015
<b>Fire &amp; EMS Chief</b> , Roseville Fire Department Roseville, Minnesota	1999-2009
<b>Fire &amp; EMS Chief</b> , Springfield Township Fire Department Akron, Ohio	1990-1999
<b>Assistant Vice President</b> , Banc One Corporation Columbus, Ohio	1984-1990
<b>Captain/Training Officer/Paramedic</b> , Weirton Heights Fire Department <b>Assistant Chief of Rescue</b> , Weirton Area Ambulance & Rescue Squad Weirton, West Virginia	1979-1987

### EDUCATION

<b>Doctor of Philosophy</b> : Capella University. Minneapolis, Minnesota. Dissertation topic: <i>Emergency Scene Decision Making: Understanding the Barriers Challenging Situational Awareness</i> . A cognitive neuroscience assessment of human factors that impacts first responder decision making.	2004-2008
<b>Master of Science</b> : University of Dayton, Dayton, Ohio	1986-1989
<b>Bachelor of Science</b> : West Virginia University, Morgantown, WV	1979-1983

## PROFESSIONAL DEVELOPMENT

**Fire Asia.** Hong Kong. 2012

**International Conference on Naturalistic Decision Making.** Orlando, Florida, 2011.

**National Fire Research Agenda Symposium,** National Fire Academy, Emmitsburg, Maryland, 2011.

**Everyone Goes Home Safety Summit.** National Fire Academy, Emmitsburg, Maryland, 2010.

**Research Event.** British Fire College. Morten-in-marsh, United Kingdom, 2009.

**International Conference on Naturalistic Decision Making.** Monterey, California, 2008.

**National Fire Service Staff and Command Program,** Maryland Fire-Rescue Institute, University of Maryland, College Park, Maryland, 2002.

**Executive Fire Officer Program,** National Fire Academy, Emmitsburg, Maryland, 1999.

**Mobile Intensive Care Paramedic Program graduate,** Fairmont State College, Fairmont, West Virginia, 1981.

## TEACHING EXPERIENCE

**Sampling of on-campus, distance learning and outreach program delivery**  
(listed alphabetically)

- AFAC-Bushfire CRC Conference, Melbourne, AU
- British Fire College, Gloucester, UK
- California Fire Training Officer's Association Conference, Fresno, CA
- Capella University, Minneapolis MN
- Connecticut Fire Academy, Windsor Locks, CT
- Cuyahoga County Community College, Cleveland, OH
- Fire Asia, Honk Kong
- Fire Department Instructors Conference, Indianapolis, IN
- Fire-Rescue International (multiple venues)
- Hennepin Technical College, Minneapolis, MN
- Kent State University, Kent, OH
- Massachusetts Fire Academy, Sudbury, MA
- Montgomery County Fire Academy, PA
- National Fire Academy, Emmitsburg, MD
- New Hampshire Fire Academy, Concord, NH
- Ohio Fire Academy, Reynoldsburg, OH
- Ontario Fire College, Gravenhurst, ON
- South Carolina Fire Academy, SC

- Southwest State University, Marshall, MN
- Tennessee Fire & Codes Academy, Bell Buckle, TN
- West Moreland County Community College, Pittsburgh, PA
- West Virginia University, Morgantown, WV
- United States Air Force Academy, Colorado Springs, CO
- United States Military Academy, West Point, NY
- University of Akron, Akron, OH
- University of Maryland, College Park, MD

### CURRICULUM DEVELOPMENT

(Sampling of programs)

- Fifty ways to kill a first responder: Barriers that impact command situational awareness
- The mental management of emergencies: Improving decision making under stress
- When brain science meets public safety: What have we learned?
- Flawed situational awareness: The stealth killer of first responders
- Training for failure: Why the way we train first responders must change
- Facilitated debriefings: Learning from tragedy
- The fire service perfect storm: Lessons from Charleston
- Weapons of mass distraction: Understanding situational awareness
- The global war on error: How to create a safety culture
- The leader's toolbox: Essentials of high performance leadership
- Ethical leadership: Doing the right thing
- Recruitment & retention: Finding and keeping the right people
- Emergency services leadership: Leading fire, police & EMS agencies
- Understanding motivation: Lighting the fire within
- Leading volunteer organizations: Achieving excellence in volunteer agencies
- Real world incident command: Safe and effective operation with limited resources
- Dealing with difficult people: Keeping the tail from wagging the dog
- Teambuilding: Creating high performance teams
- Problem solving: Designing and executing solutions to complex problems
- Decision making under stress: Applied decision making in high stakes environments
- Organizational theory: Understanding the how and why of organizational design
- Organizational Behavior: Working through the good, bad, and ugly of organizations

### PROFESSIONAL APPOINTMENTS

- **United States Presidential Appointee:** Appointed by President George W. Bush to serve on the Public Safety Officer's Medal of Valor Review Board, 2003-2006.
- **Editorial Review Board Member:** International Fire Service Journal of Leadership & Management. Oklahoma State University, Stillwater, OK, 2008-present.
- **Heritage Program Advisory Board Member:** Fireman's Fund Insurance Company. 2008-present.
- **Chancellor, Instructor Credentialing Program.** International Society of Fire Service Instructors, 2010-present

## PROFESSIONAL CREDENTIALS

- **Certified Speaking Professional:** National Speakers Association. 2014-present.
- **Credentialed Chief Fire Officer:** Commission on Chief Fire Officer Designation, Center for Public Safety Excellence, 2001. Re-credentialed, 2004, 2007, 2010, 2013, 2016.
- **Certified Instructor:** West Virginia University Fire Service Extension. 1983-present.

## AWARDS & RECOGNITIONS

- **Next Level Award.** National Speakers Association, Minnesota Chapter. June 2016.
- **President's Award.** International Society of Fire Service Instructors, Indianapolis, IN, April 2012.
- **British Fire Journal/W. L. Gore Research Excellence Award.** Presented at the British Fire Service College 2008 Research Event, London, UK. November 2008.
- **Best Qualitative Pre-hospital Care Research Award (co-recipient).** Presented by the University of California, Los Angeles Emergency Medicine Center at the EMS Today Conference, Baltimore, Maryland, March 1998.
- **William D. Litzinger Outstanding Instructor Award** recipient. Presented at the Weirton Heights Rescue School, March 1995.
- **Corporate Service Excellence Award** recipient. Presented by Bank One, Columbus, N.A., Columbus, Ohio, 1988.
- **Outstanding Community Service Award** recipient. Presented by Bank One, Eastern Ohio, N.A., Steubenville, Ohio. 1985.
- **Community Service Commendation.** Presented by A. James Manchin, West Virginia Secretary of State, 1983.
- **Phoenix Award** recipient. Presented by the American Heart Association, 1982.
  
- **C.B. Shingleton Academic Excellence Scholarship** recipient. Presented by the West Virginia University College of Business & Economics, 1981.

## PROFESSIONAL CONTRIBUTIONS

- **Situational Awareness Matters Podcast Radio Show:** 2014-present. Over 80,000 downloads.
- **National Fire Service Research Agenda Symposium:** Sponsored by the National Fallen Firefighters Foundation. April, 2011
- **The Leader's Toolbox (podcast radio show host).** A monthly leadership podcast broadcast on Firehouse.com©, 2006-present. Over 250,000 downloads.

- **Gasaway Consulting Group ([www.RichGasaway.com](http://www.RichGasaway.com)) webmaster.** 2008-present.
- **Situational Awareness Matters ([www.SAMatters.com](http://www.SAMatters.com)) webmaster.** 2011-present.
- **Target Solutions:** Blog contributor. 2013-present.
- **Beyond Hoses & Helmets Leadership Program Curriculum Development Committee Chair.** International Association of Fire Chiefs, 2006.
- **National Fire Fighter Near-Miss Stakeholder Symposium** (invited guest). San Diego, CA, 2008.
- **IAFC Leadership Summit** (invited guest). Washington, DC, November 2005, 2006, 2007.
- **Volunteer Firefighter Recruitment & Retention Summit** (invited guest). International Association of Fire Chiefs, Fairfax, VA, March 2005.
- **Program Planning Committee Member,** Fire-Rescue International Conference 2004-2000.
- **Peer Assessor,** Commission on Chief Fire Officer Designation. 2001-present.
- **Roseville Fire Department Explorer Post 547,** Advisor. 2002-2009.

### CONSULTING SERVICES

- **Enumclaw Fire Department, Enumclaw, WA:** Executive Team Consultation (2016).
- **Scott Township FD, Evansville, IN:** Mission, Vision, Core Values Development (2015). Marion, OH.
- **From Knowledge to Practice: Fire Dynamics Research:** 2014-present. Ottawa Fire Services, Ottawa, Ontario, Canada.
- **Marion Township FD, Marion, OH:** Mission, Vision, Core Values Development (2014). Marion, OH.
- **Andover FD, Andover, MN:** Mission, Vision Core Values Development (2014). Andover, MN.
- **SGL Carbon Group, LLC: Morganton, NC.** Safety assessment and training (2013-present).
- **Nuclear Fuel Services: Erwin, TN.** Safety assessment and training (2013-present).
- **Brooklyn Park FD, Brooklyn Park, MN:** Operational Assessment (2012).
- **Plymouth FD, Plymouth, MN:** Teamwork Facilitation (2012).
- **Weirton FD, Weirton WV:** Operational Assessment (2011).
- **Asheville FD, Asheville, NC:** Line of Duty Death Facilitated Debrief (2011).
- **Sierra FPD, Reno, NV:** Staffing Evaluation (2010-11).
- **Brooklyn Center FD, Brooklyn Center, MN:** Strategic Planning (2010-11).
- **Inver Grove Heights FD, Inver Grove Heights, MN:** Strategic Planning (2009-10).

- **Centennial FPD, Lino Lakes, MN:** Mission, Vision, Core Values Development (2009).
- **Bellevue FD, Bellevue, NE:** Staffing & Performance Modeling (2007).
- **West Metro FPD, Robinsdale, MN:** Governance Model Task Force (2004).
- **Elk River FD, Elk River, MN:** Disaster Response Evaluator (2004).
- **Communications and Interoperability Focus Group: New Orleans, LA.** International Association of Fire Chiefs, Fire-Rescue International (August 2004).
- **Volunteer Fire Service Recruitment & Retention Issues Focus Group Member: Kansas City, MO:** National Volunteer Fire Council, Fire-Rescue International (August 2002).
- **Minneapolis FD, Minneapolis, MN:** Promotional Evaluation Panel (2001).

### PUBLICATIONS

- Gasaway, R.B. (2016). Climbing down the ladder of success. *Firehouse.com*.
- Gasaway, R. B. (2015) *Situational Awareness Matters, Volume 3*. Gasaway Consulting Group, LLC.
- Gasaway, R.B. (2014). Flawed Situational Awareness: The Stealth Killer of First Responders. Part 2. *International Firefighter*, 44. December.
- Gasaway, R.B. (2014). Flawed Situational Awareness: The Stealth Killer of First Responders. Part 1. *International Firefighter*, 43. September.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 21. *Firehouse Magazine*, December.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 20. *Firehouse Magazine*, November.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 19. *Firehouse Magazine*, October.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 18. *Firehouse Magazine*, September.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 17. *Firehouse Magazine*, August.
- Gasaway, R. B. (2013). *Firefighter Safety: Mistakes and best practices*. DVD
- Gasaway, R. B. (2013). *Training For Failure: Understanding why some first responder training must change*. DVD.
- Gasaway, R. B. (2013). Every building on fire is in the process of falling down. *UFRA Straight Tip*, 14 (3).
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 16. *Firehouse Magazine*, July.

- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 15. *Firehouse Magazine*, June.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 14. *Firehouse Magazine*, May.
- Gasaway, R.B. (2013) Situational Awareness: Capturing cues and clues to enhance fireground safety. *Firefighting in Canada*, 57(3), 10-18.
- Gasaway, R. B. (2013). *Situational Awareness for Emergency Response*. PennWell Publishing.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 13. *Firehouse Magazine*, April.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 12. *Firehouse Magazine*, March.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 11. *Firehouse Magazine*, February.
- Gasaway, R. G. (2013). *Situational Awareness Matters*, Volume 2. Gasaway Consulting Group, LLC.
- Gasaway, R. B. & Kline, R. C. (2013). Understanding the ICMA's 20 Tough Questions Part 10. *Firehouse Magazine*, January.
- Gasaway, R. B. (2012). *Situational Awareness Matters*, Volume 1. Gasaway Consulting Group, LLC.
- Gasaway, R. B. (December 2012) The multitasking myth. *Fire Engineering Magazine*.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 9. *Firehouse Magazine*, December.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 8. *Firehouse Magazine*, November.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 7. *Firehouse Magazine*, October.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 6. *Firehouse Magazine*, September.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 5. *Firehouse Magazine*, August.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 4. *Firehouse Magazine*, July.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 3. *Firehouse Magazine*, June.
- Gasaway, R. B. & Kline, R. C. (2012). Understanding the ICMA's 20 Tough Questions Part 2. *Firehouse Magazine*. May.
- Gasaway, R. B. (2012). Understanding the ICMA's 20 Tough Questions. Part 1. *Firehouse Magazine*. April.

- Gasaway, R. B. (2012) *Situational Awareness Matters*. Volume 1. St. Paul, MN. Gasaway Consulting Group, LLC.
- Gasaway, R. B. (2011). *Communications*. In Fire Officer III/IV Handbook. Jones & Bartlett Publishing.
- Gasaway, R. B. (January 2011). Firefighting. It's a whole new ballgame. *Firehouse Magazine*.
- Gasaway, R. B. (July 2010). Understanding Emergency scene decision making. Fire Engineering University insert in July, 2010 issue of Fire Engineering magazine.
- Gasaway, R. B. (November 2009). Charleston Sofa Super Store: An unfiltered perspective. *FireEngineering.com*.
- Gasaway, R. B. (November 2009). Random Reflections From Fallen Firefighter Weekend. *Embers*, 10, 3-4.
- Gasaway, R. B. (October 2009). Reflections of a first-time attendee. *Firehouse.com*.
- Gasaway, R. B. (Summer 2009). Learning from the mistakes of others. *VCOS News*.
- Snook, J., Gasaway, R., & Holman, T. (2009) *A fire chief's guide to leading volunteer fire departments*. Sudbury, MA: Jones & Bartlett.
- Gasaway, R. B. (2009). Understanding awareness barriers. *Crisis Response Journal*, 5(2), 35.
- Gasaway, R. B. (2009). *Fifty Ways to Kill Your Brother Video Series*. Roseville, MN: Gasaway Consulting Group, LLC.
- Gasaway, R. B. (November 2008). Developing and maintaining emergency scene situational awareness: Part 1. *Firehouse Magazine*.
- Gasaway, R. B. (December 2008). Developing and maintaining emergency scene situational awareness: Part 2. *Firehouse Magazine*.
- Gasaway R. B. (2008). *Emergency scene decision making: Understanding the Barriers Challenging Commander Situational awareness*. Roseville, MN: Gasaway Consulting Group.
- Gasaway R. B. (2008). Leadership. In F. C. Crosby & F. C. Windisch (Eds.). *A Fire Chief's Guide to Leading Combination Fire Departments*. Sudbury, MA: Jones & Bartlett.
- Gasaway R. B. (2008). *On fire! About leadership*. Roseville, MN: Gasaway Consulting Group.
- Gasaway R. B. (2008). *A handbook of classroom presentations*. Roseville, MN: Gasaway Consulting Group.
- Carter, H. R., Gasaway, R. B., Folisi, K., Wieder, M., Onieal, D., & Clark, B. (2007). What higher education means for my fire service career. 5 fire service leaders recount personal experiences. *Firehouse*, 32(8), 114-120.
- Gasaway, R. B. (2007). The purpose of discipline. *Fire Engineering*, 160(1), 12-16.
- Gasaway, R. B. (2007). Making intuitive decisions under stress. Understanding fireground incident command decision-making. *International Fire Service Journal of Leadership & Management*, 1(1), 8-18.
- Gasaway, R. B (2006). On the indispensability of a fire chief. *Fire Engineering*. 159(12), 10.



- Gasaway, R. B. (2006). The leader-follower relationship. *Fire Engineering*, 159(7), 10-14.
- Gasaway, R. B. (2006). Are we having fun yet? *Fire Engineering*, 159(3), 18-20.
- Gasaway, R. B. (2006). FIREINadvICE on Financially Frustrated. *Minnesota Fire Chief*, 42(4), 51-52.
- Gasaway, R. B. (2006). It all happens by magic. *Fire Engineering*, 159(2), 12-13.
- Gasaway, R. B. (2005). Work horse or show horse? *Minnesota Fire Chief*, 42(2), 38.
- Gasaway, R. B. (2005). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 42(1), 9-10.
- Buckman, J. M., Fulmer, D., Holman, T., Windisch, F., Scott, G., Buchanan, E. Curl, L., Ray, S., Wilson, M., Gasaway, R. B., et al., (2005). Lighting the path of evolution. The red ribbon report: Leading the transition in volunteer and combination fire departments.
- Gasaway, R. B. (2005). And the survey says (Part 4). *Minnesota Fire Chief*, 42(1), 18-20.
- Gasaway, R. B. (2005). Leave your bad habits at the door. *Minnesota Fire Chief*, 41(6), 27.
- Gasaway, R. B. (2005). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41(6), 9-10.
- Gasaway, R. B. (2005). The influence of paradigms. *Minnesota Fire Chief*, 41(5), 48.
- Gasaway, R. B. (2005). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41(5), 9-10.
- Gasaway, R. B. (2005). And the survey says (Part 3). *Minnesota Fire Chief*, 41(5), 22-23.
- Gasaway, R. B. (2005). And the survey says (Part 2). *Minnesota Fire Chief*, 41(4), 20-21.
- Gasaway, R. B. (2005). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41 (4), 10+.
- Gasaway, R. B. (2005). Are you a volunteer or professional firefighter? *Michigan Chiefs Fire Service News*, 18-21.
- Gasaway, R. B. (2005). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41 (3), 9-11.
- Gasaway, R. B. (2005). And the survey says (Part 1). *Minnesota Fire Chief*, 41 (3) 26-27.
- Gasaway, R. B. (2005). Some traditions haunt us every day. *Fire Engineering*, 158(2), 10-14.
- Gasaway, R. B. (2004). Don't let the winds of change become a tornado. *Fire Engineering*, 157(12), 12-15.
- Gasaway, R. B. (2004). Are you a volunteer or professional firefighter? *Minnesota Fire Chief*, 41 (2), 24.
- Gasaway, R. B. (2004). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41 (2), 9-13.
- Gasaway, R. B. (2004). Hiring standards. *Fire Engineering*, 157 (10), 14-16.
- Gasaway, R. B. (2004). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 41 (1), 8-12+.

- Gasaway, R. B. (2004). Should we slow the technology train down? *Minnesota Fire Chief*, 41 (1), 16.
- Gasaway, R. B. (2004). Attitudes are contagious. *Minnesota Fire Chief*, 40 (6), 20-21.
- Gasaway, R. B. (2004). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 40 (6), 8-11.
- Gasaway, R. B. (2004). Imaginary training. *The Instructor* (the professional journal of the International Society of Fire Service Instructors), 1 (6), 7.
- Gasaway, R. B. (2004). FIRINadvICE (a fire chief's leadership advice column). *Minnesota Fire Chief*, 40 (5), 12-13.
- Gasaway, R. B. (2004). Going out on a limb. *Minnesota Fire Chief*, 40 (5), 21.
- Buckman, J. M., Scott, G., Gasaway, R. B., et al., (2004). Special report. A call for action. The blue ribbon report. Reprint of the IAFC report on the volunteer fire service. *National Fire & Rescue*, 28 (3), 32-43+.
- Gasaway, R. B. (2004). First national bank of credibility. *Fire Engineering*, 157 (5), 10.
- Buckman, J. M., Scott, G., Gasaway, R. B. et al., (2004). A call for action. The blue ribbon report. Preserving and improving the future of the volunteer fire service. Published by the *International Association of Fire Chiefs*.
- Gasaway, R. B. (2004). Want to be successful? Help others succeed. *Minnesota Fire Chief*, 40 (4), 16-17.
- Gasaway, R. B. (2004). Stop complaining and start leading. *Fire Engineering*, 157 (3), 16.
- Gasaway, R. B. (2004). Why do we resist change? *Minnesota Fire Chief*, 40 (3), 9-10.
- Gasaway, R. B. (2003). I'm a volunteer: You can't tell me what to do. *Fire Engineering*, 156 (12), 12-14.
- Gasaway, R. B. (2003). ETN, PAR can help improve your safety. *Minnesota Fire Chief*, 40 (2), 9-11.
- Gasaway, R. B. (2003). Don't let the tail wag the dog. *Fire Engineering*, 156 (10), 16.
- Gasaway, R. B. (2003). It's ok to disagree. It's not ok to be disagreeable. *Minnesota Fire Chief*, 40 (1), 13.
- Gasaway, R. B. (2003). Ready! Fire! Aim! *Fire Engineering*, 156 (8), 16-18.
- Gasaway, R. B. (2003). Peer pressure can increase risk-taking. *Minnesota Fire Chief*, 39 (6), 11-12.
- Gasaway, R. B. (2003). It's time to be creative. *Minnesota Fire Chief*, 39 (5), 9.
- Gasaway, R. B. (2003). Striving for unconscious competency. *Fire Engineering*, 156 (4), 14-16.
- Gasaway, R. B. (2003). Working to improve your ISO rating may be wasting your department's time, effort and money. *Minnesota Fire Chief*, 39 (4), 12-13.
- Gasaway, R. B. (2003). Sure it's possible. But is it probable? *Minnesota Fire Chief*, 39 (3), 8+.

- Gasaway, R. B., & McGinty, K. (2002). Ambulance PSAs – it’s time for a change. *Minnesota Fire Chief*, 39 (2), 17.
- Gasaway, R. B. (2002). Don’t make coaching... or fire chiefing harder than it needs to be. *Minnesota Fire Chief*, 39 (2), 14.
- Gasaway, R. B. (2002, February). To be... or not to be... a CFO. *Accreditation Advisory* (a newsletter for the Commission on Fire Accreditation International).
- Gasaway, R. B. & Landreville, P. D. (2002). What should I do? Creating an advance game plan. *Fire Engineering*, 155 (6), 67-72.
- Gasaway, R. B. (2002). The future of the fire service... Isn’t the fire service. *Minnesota Fire Chief*, 38 (4), 18.
- Gasaway, R. B. (2001). To be a CFO or not to be a CFO. That is the question. *Minnesota Fire Chief*, 38 (2), 8.
- Gasaway, R. B. & Peterson, G. (2002). Realistic training with limited resources. *Fire Engineering*, 155 (3), 10-16.
- Gasaway, R. B. (2001). We all have choices to make. *Minnesota Fire Chief*, 37 (6), 6.
- Gasaway, R. B. (2001). Interactive newsletter keeps firefighters informed. *Fire Engineering*, 154 (6), 10-14.
- Gasaway, R. B. (1999). Assessing the Roseville Fire Department as a learning organization. Applied research paper, *National Fire Academy*, Emmitsburg, MD, c.n. 30721.
- Gasaway, R. B. (1998). EMS Orientation in the Springfield Fire Department. Applied research paper, *National Fire Academy*, Emmitsburg, MD, c.n. 28893.
- Gasaway, R. B. & Marchetta, M. (1998). Endotracheal tube securing devices used in pre-hospital care, a comparative study. Pre-hospital Care Research Forum, *Journal of Emergency Medical Services*.
- Gasaway, R. B. (1998). Applied attribution theories in the Springfield Fire Department. Applied research paper, *National Fire Academy*, Emmitsburg, MD.
- Gasaway, R. B. (1997). Analysis of marketing and public relations programs initiated by the Springfield Fire Department. Applied research paper, *National Fire Academy*, Emmitsburg, MD, c.n. 27511.
- Gasaway, R. B. (1993). Coaching your team. *Protecting Your Assets*, a journal published by the Industrial Fire and Emergency Management Training Association.
- Gasaway, R. B. & Wincik, V. A. (1992). On the job: Ohio. Fire destroys rubber processing warehouse. *Firehouse*, 17 (3), 26-27+.

## PRESENTATIONS

### **2016**

Flawed Situational Awareness: **Upper Providence Township, PA.** Upper Providence Township Fire Department Officer Development Program. September 2016.

Creating the Thinking First Responder – Keynote Address: **Mesa, AZ.** Arizona State Firefighters Association Conference. September 2016.

Flawed Situational Awareness: **San Antonio, TX.** International Association of Fire Chiefs, Fire-Rescue International Conference. August 2016

What is Situational Awareness and Why Does it Matter: **San Antonio, TX.** International Association of Fire Chiefs, Fire-Rescue International Conference. August 2016

Training for Failure: **San Antonio, TX.** International Association of Fire Chiefs, Fire-Rescue International Conference. August 2016

Company Officer Development Institute: **Zionsville, IN.** Indiana Department of Homeland Security. August 2016.

Flawed Situational Awareness: **Zionsville, IN.** Zionsville Fire Department Officer Development Program. August 2016.

Flawed Situational Awareness: **Shawnee, OK.** Shawnee Fire Department Officer Development Program. July 2016

Flawed Situational Awareness: **Overland Park, KS.** Overland Park Fire Department Officer Development Program. July 2016

Flawed Situational Awareness: **Ames, IA.** Iowa State University's Fire Training Bureau Officer Development Program. July 2016

Flawed Situational Awareness: **Houston, TX.** Cy-Fair Fire Department Officer Development Program. June 2016

Flawed Situational Awareness: **Round Rock, TX.** Texas Intra-agency Fire Mutual Aid Association Conference. June 2016

Flawed Situational Awareness: **Ypsilanti, MI.** Eastern Michigan University's Executive Fire and Police Officer Development Program. June 2016

Flawed Situational Awareness: **Detroit, MI.** Brighton Area Fire Protection District Officer Development Program. June 2016

The Five Enemies of a Team - Keynote: **Fountain, MT.** Montana Fire Chiefs Association Annual Conference

Recruitment & Retention of New Generation Workers: **Fountain, MT.** Montana Fire Chiefs Association Annual Conference

Flawed Situational Awareness: **Spokane, WA.** Spokane Fire Department Officer Development Program. June 2016

Flawed Situational Awareness: **Tucson, AZ**. Pima Interagency Training Committee – National Fallen Firefighters Foundation Benefit Event. June 2016

Creating the thinking first responder – Keynote Address: **Calgary, AB**. Alberta Fire Chiefs Association Annual Conference. June 2016

Flawed Situational Awareness: **Calgary, AB**. Alberta Fire Chiefs Association Annual Conference. June 2016

What is Situational Awareness and Why Does it Matter?: **Calgary, AB**. Alberta Fire Chiefs Association Annual Conference. June 2016

Flawed Situational Awareness: **Wilmington, NC**. New Hanover County Fire Department Officer Development Program. May 2016.

Flawed Situational Awareness: **Decatur, AL**. Alabama Fire College Safety Symposium. May 2016.

Flawed Situational Awareness: **Trussville, AL**. Alabama Fire College Safety Symposium. May 2016.

Flawed Situational Awareness: **Gulf Shores, AL**. Alabama Fire College Safety Symposium. May 2016.

Flawed Situational Awareness: **Bend, OR**. Bend Fire Department Officer Development Program. May 2016.

Flawed Situational Awareness: **Roseburg, OR**. Douglas County Fire District #2 Safety Seminar. May 2016.

Flawed Situational Awareness: **The Woodlands, TX**. Montgomery County Fire Chiefs Association Safety Symposium. April 2016.

Generational Leadership – Keynote Address: **Dewey Beach, DE**. Delaware Volunteer Firefighters Association Annual Conference. April 2016.

Flawed Situational Awareness: **Breezy Point, MN**. Minnesota Office of Pipeline Safety Annual Conference. April 2016.

Flawed Situational Awareness: **Broomfield, CO**. North Metro Fire Department Officer Development Symposium. April 2016.

Flawed Situational Awareness: **Castle Rock, CO**. North Metro Fire Department Officer Development Symposium. April 2016.

Flawed Situational Awareness: **Indianapolis, IN**. Fire Department Instructors Conference International. April 2016.

Flawed Situational Awareness: **San Antonio, TX**. Texas A&M Forestry Service Agency Staff Retreat. April 2016.

Company Officer Development Institute: **Fort Wayne, IN**. Indiana Department of Homeland Security. April 2016.

Flawed Situational Awareness: **Lebanon, OR**. Lebanon Fire Department Safety Symposium. April 2016.

Flawed Situational Awareness: Pasadena, CA. Los Angeles County Fire Department Officer Development Symposium. March 2016.

Flawed Situational Awareness: Columbia, MD. Howard County Fire-Rescue Services Safety Symposium. March 2016.

Flawed Situational Awareness: Toms River, NJ. Toms River Fire Department Safety Symposium. March 2016.

Flawed Situational Awareness: Towson, MD. Maryland Fire & Rescue Institute National Fire Service Staff & Command Program. March 2016.

Creating the thinking first responder – Keynote Address: Orlando, FL. Center for Public Safety Excellence Conference. March 2016.

Flawed Situational Awareness: Alexandria, MN. Minnesota State Fire School. March 2016.

Company Officer Development Institute: Columbus, IN. Indiana Department of Homeland Security. March 2016.

Flawed Situational Awareness for Haz-Mat Responders: Anderson, IN. Madison County Emergency Management Agency. March 2016.

Flawed Situational Awareness: Houston, TX. Community Volunteer Fire Department Safety Program. March 2016.

Flawed Situational Awareness: Charlotte, NC. University of North Carolina – Charlotte. Executive Fire Leadership Program. February 2016.

Flawed Situational Awareness: East Towas, MI. Iosco County Firefighters Association Winter Conference. February 2016.

Creating the thinking first responder - Keynote: Columbia, SC. South Carolina Firefighters Association Safety Conference. February 2016.

The privilege to serve - Keynote: Buckley, WA. Buckley Fire Department Annual Banquet. January 2016.

Preparing for the Storm on the Horizon: Juneau, AK. Alaska Fire Chiefs Association Annual Conference. February 2016.

Firefighter Safety – Mistakes & Best Practices: Juneau, AK. Alaska Fire Chiefs Association Annual Conference. February 2016.

Flawed Situational Awareness: Juneau, AK. Alaska Fire Chiefs Association Annual Conference. February 2016.

Flawed Situational Awareness: Enfield, CT. Enfield Fire Chiefs Association Safety Symposium. February 2016.

Flawed Situational Awareness: Delmar, NY. Elsmere Fire Department Officer Development Program. February 2016.

Flawed Situational Awareness: Grand Rapids, MN. Advanced Minnesota Officer Development Program. February 2016.

Flawed Situational Awareness: Eveleth, MN. Advanced Minnesota Officer Development Program. February 2016.

Flawed Situational Awareness: **Lutsen, MN.** Advanced Minnesota Officer Development Program. February 2016.

Flawed Situational Awareness: **New Hope, MN.** West Metro Fire Department Officer Development Program. February 2016.

Flawed Situational Awareness: **Windom, MN.** Windom Fire Department Officer Development Program. February 2016.

Flawed Situational Awareness: **Walnut Grove, MN.** Windom Fire Department Officer Development Program. February 2016.

The Leaders Toolbox: **New Hope, MN.** West Metro Fire Department Officer Development Program. February 2016.

Flawed Situational Awareness: **Addison, TX.** Addison Fire Department Officer Development Program. February 2016.

Flawed Situational Awareness: **Savage, MN.** Savage Fire Department Officer Development Program. January 2016.

Flawed Situational Awareness: **St. George, UT.** Utah Winter Fire School. January 2016.

Firefighter Safety – Misakes & Best Practices: **St. George, UT.** Utah Winter Fire School. January 2016.

## **2015**

Flawed Situational Awareness: **McMurray, PA.** Peter's Township Fire Department. December 2015.

Leader's Toolbox: **Munhall, PA.** Munhall Fire Department. December 2015.

Flawed Situational Awareness: **Phoenix, AZ.** International Association of Fire Chiefs, Company Officer Leadership Symposium. December 2015.

Training for Failure: **Phoenix, AZ.** International Association of Fire Chiefs, Company Officer Leadership Symposium. December 2015.

Instructional Best Practices: **Evansville, IN.** Scott Township Fire Department. December 2015.

Multi-Generational Leadership: **Evansville, IN.** Scott Township Fire Department. December 2015.

Flawed Situational Awareness: **Brooklyn Park, MN.** Minnesota Symposium on Terrorism and Emergency Preparedness. December 2015.

Flawed Situational Awareness: **Dallas, TX.** International Association of Fire Chiefs, Company Officer Leadership Symposium. November 2015.

Training for Failure: **Dallas, TX.** International Association of Fire Chiefs, Company Officer Leadership Symposium. November 2015.

Multi-Generational Leadership: **Clearwater Beach, FL.** Symposium In the Sun. International Association of Fire Chiefs Volunteer & Combination Officer's Section. November 2015.

How quickly a responder can die: **North Port, FL.** Managerial Association of Emergency Services. November 2015.

Flawed Situational Awareness: **North Port, FL**. Managerial Association of Emergency Services. November 2015.

How quickly a responder can die: **Bradenton, FL**. Managerial Association of Emergency Services. November 2015.

Flawed Situational Awareness: **Bradenton, FL**. Managerial Association of Emergency Services. November 2015.

Flawed Situational Awareness: **Concord, OH**. Lake County Fire Chiefs Association. November 2015.

Mental Management of Emergencies: **Knoxville, TN**. Tennessee Department of Homeland Security. October 2015.

Mental Management of Emergencies: **Norfolk, VA**. Hampton Roads Fire Chiefs Association Symposium. October 2015.

Flawed Situational Awareness: **Valley Forge, PA**. Emergency Preparedness and Hazardous Materials Conference. October 2015.

Flawed Situational Awareness: **Long Beach, CA**. Air Medical Transportation Association Conference. October 2015.

Mental Management of Emergencies: **Pearland, TX**. Pearland Fire Department Officer Development Program. October 2015.

Mental Management of Emergencies: **Concord, NH**. New Hampshire Fire Chiefs Association Conference. October 2015.

Flawed Situational Awareness (keynote): **Reno, NV**. FireShowsWest. October 2015.

Mental Management of Emergencies: **Houston, TX**. Champion's Fire Protection District Officer Development Program. October 2015.

Mental Management of Emergencies: **Gravenhurst, ON**. Ontario Fire College. September 2015.

Mental Management of Emergencies: **Delran, NJ**. Delran Fire Department Officer Development Program. September 2015.

Flawed Situational Awareness (Keynote): **Victoria, BC**. Fire-Rescue Canada, hosted by the Canadian Association of Fire Chiefs. September 2015.

Mental Management of Emergencies: **Bloomfield Township, MI**. Bloomfield Township Fire Department Officer Development Program. September 2015.

Mental Management of Emergencies: **Plainfield Township, MI**. Plainfield Township Fire Department Officer Development Program. September 2015.

Creating the Thinking Firefighter: **Emmitsburg, MD**. National Fire Academy Executive Fire Officer Graduate Symposium. September 2015.

What is Situational Awareness and Why is it Important?: **Atlanta, GA**. Fire-Rescue International. August 2015.

Flawed Situational Awareness: **Atlanta, GA**. Fire-Rescue International. August 2015.

Training for Failure: **Atlanta, GA**. Fire-Rescue International. August 2015.



Company Officer Development Institute: Crawfordsville, IN. Indiana Department of Homeland Security. August 2015.

Mental Management of Emergencies: Wadesville, IN. Wadesville Fire Department Officer Development Program. August 2015.

Company Officer Development Institute: Gary, IN. Indiana Department of Homeland Security. August 2015.

Mental Management of Emergencies: Aberdeen, MD. Aberdeen Proving Ground. July 2015.

Mental Management of Emergencies: West Point, NY. United States Military Academy. July 2015.

Mental Management of Emergencies: Norristown, PA. Norristown Fire Department Officer Development Program. July 2015.

Mental Management of Emergencies: Columbus, OH. Ohio Fire Chiefs Association. July 2015.

Mental Management of Emergencies: Kalispell, MT. Flathead County EMS. June 2015.

Mental Management of Emergencies: Spokane, WA. Spokane Fire Department Officer Development Program. June 2015.

Firefighter Safety: Mistakes & Best Practices: Pierre, SD. South Dakota Firefighters Association Conference. June 2015.

Flawed Situational Awareness: Pierre, SD. South Dakota Firefighters Association Conference. June 2015.

Mental Management of Emergencies: Prince Albert, SK. Prince Albert Fire Department Officer Development Program. June 2015.

Firefighter Safety: Mistakes & Best Practices: Ennis, MT. Montana Joint Conference. June 2015.

Firefighter Safety: Mistakes & Best Practices: Champaign, IL. Illinois Fire College, sponsored by the Illinois Fire Service Institute. June 2015.

Flawed Situational Awareness: Champaign, IL. Illinois Fire College, sponsored by the Illinois Fire Service Institute. June 2015.

Training For Failure: Champaign, IL. Illinois Fire College, sponsored by the Illinois Fire Service Institute. June 2015.

Mental Management of Emergencies: Lodi, CA. Lodi Fire Department Officer Development Program. Jun 2015.

Mental Management of Emergencies: Frisco, TX. Frisco Fire Department Officer Development Program. May 2015.

Flawed Situational Awareness: Birmingham, AL. Alabama Fire College. May 2015

Flawed Situational Awareness: Buckley, WA. Buckley Fire Department Recruit Academy. May 2015.

Mental Management of Emergencies: Lakewood, WA. Joint Base Lewis-McChord. May 2015.

Company Officer Development Institute: **Greenfield, IN.** Indiana Department of Homeland Security. May 2015.

Mental Management of Emergencies: **Peace River, SK.** Peace Regional Fire Conference. April 2015.

Flawed Situational **Lightning Round: Indianapolis, IN.** Fire Department Instructors Conference. April 2015.

Do you see what I hear: **North Conway, NH.** New Hampshire Emergency Dispatchers Association Conference. April 2015.

Flawed Situational: The stealth killer of wildland firefighters: **Swift Current, SK.** Saskatchewan Association of Fire Chiefs Annual Conference. April 2015.

Training for Failure: **Los Gatos, CA.** Santa Clara County Fire Department Officer Development Program. April 2015.

Mental Management of Emergencies: **Los Gatos, CA.** Santa Clara County Fire Department Officer Development Program. April 2015.

Mental Management of Emergencies: **Sunnyvale, CA.** Sunnyvale Department of Public Safety Supervisor Development Seminar. April 2015.

Flawed Situational: The stealth killer of wildland firefighters: **McCall, ID.** United States Forest Service. April 2015.

Mental Management of Emergencies: **Towson, MD.** Maryland Fire & Rescue Institute. National Fire Service Staff & Command Program. March 2015.

Flawed Situational: The stealth killer of first responders: **Hershey, PA.** Hershey Fire Department Safety Seminar. March 2015.

Mental Management of Emergencies: **Coatesville, PA.** Chester County Emergency Services Safety Symposium. March 2015.

Understanding Motivation: **Orlando, FL.** Center for Public Safety Excellence Conference. March 2015.

How quickly a firefighter can die: **Loveland, CO.** Loveland Fire – Rescue Authority Safety Symposium. March 2015.

Mental Management of Emergencies: **Loveland, CO.** Loveland Fire – Rescue Authority Safety Symposium. March 2015.

Mental Management of Emergencies: **Rice Lake, WI.** Wisconsin Indianhead Technical College Emergency Services Conference. March 2015.

Flawed Situational: The stealth killer of wildland firefighters: **Coeur d’alene, ID.** Idaho Department of Lands Management Seminar. March 2015.

Company Officer Development Institute: **Indianapolis, IN.** Indiana Department of Homeland Security. March 2015.

Company Officer Development Institute: **Terre Haute, IN.** Indiana Department of Homeland Security. February 2015.

Mental Management of Emergencies: **Midland, MI.** Michigan Association of Fire Chiefs Winter Conference. February 2015.

The Leader's Toolbox: Building tomorrow's leaders... today!: **Bozeman, MT.** Gallatin County Emergency Management Agency Winter Conference. February 2015.

Recruitment and retention best practices: **Hayward, WI.** Wisconsin Indianhead Technical College Winter Seminar. January 2015.

A new training paradigm: **San Diego, CA.** Firehouse World Expo. January 2015.

Preparing for the Storm on the Horizon: **San Diego, CA.** Firehouse World Expo. January 2015.

Flawed Situational Awareness: The stealth killer of electric line workers: **Saint Cloud, MN.** Minnesota Rural Electric Association Winter Seminar. January 2015.

Mental Management of Emergencies: **Castle Rock, CO.** Castle Rock Fire Department Safety Seminar. January 2015.

Flawed Situational Awareness: The stealth killer of first responders: **Arvada, CO.** Arvada Fire Authority Safety Seminar. January 2015.

Flawed Situational Awareness: The stealth killer of first responders: **Maple Grove, MN.** Maple Grove Fire Department Safety Symposium. January 2015.

## **2014**

Flawed Situational Awareness: The stealth killer of first responders: **Beaver, PA.** Brighton Township Fire Department Safety Symposium. December 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Chicago, IL.** Cook County Department of Homeland Security and Emergency Management. December 2014.

Mental Management of Emergencies: **Matthews, NC.** Matthews Fire Department Officer Development Program. December 2014.

Mental Management of Emergencies: **Carrboro, NC.** Carrboro Fire Department Safety Symposium. December 2014.

Mental Management of Emergencies: **Raleigh, NC.** Raleigh Fire Department Officer Development Program. December 2014.

Flawed Situational Awareness: The stealth killer of firefighters: **Evansville, IN.** Scott Township Fire Department Safety Symposium. December 2014.

Mental Management of Emergencies: **Evansville, IN.** Scott Township Fire Department Safety Symposium. December 2014.

Company Officer Development Institute: **Evansville, IN.** Indiana Department of Homeland Security. December 2014.

Situational Awareness for Industry: **Erwin, TN.** Nuclear Fuel Services. November 2014.

Mental Management of Emergencies: **Venice, FL.** Venice Fire Department Safety Symposium. November 2014.

Flawed Situational Awareness: The stealth killer of firefighters: **Clearwater Beach, FL.** International Association of Fire Chiefs – VCOS Symposium. November 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Chicago, IL.** Cook County Department of Homeland Security and Emergency Management. November 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Athens, OH.** Richland Area Fire Department Safety Symposium. October 2014.

Firefighter Safety: Mistakes and Best Practices: **Monaca, PA.** Beaver County Department of Public Safety. October 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Lethbridge, AB.** Southern Alberta Fire/Rescue Conference. October 2014.

Firefighter Safety: Mistakes and Best Practices: **Lethbridge, AB.** Southern Alberta Fire/Rescue Conference. October 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Blountville, NC.** East Tennessee Fire & Rescue Conference. October 2014.

Mental Management of Emergencies: **Blountville, NC.** East Tennessee Fire & Rescue Conference. October 2014.

Flawed Situational Awareness: **Asheville, NC.** Asheville Fire Department. October 2014.

Firefighter Safety: Mistakes and Best Practices: **Sandstone, MN.** League of Minnesota Cities. September 2014.

Firefighter Safety: Mistakes and Best Practices: **Bemidji, MN.** League of Minnesota Cities. September 2014.

Firefighter Safety: Mistakes and Best Practices: **Crookston, MN.** League of Minnesota Cities. September 2014.

Firefighter Safety: Mistakes and Best Practices: **Saint Cloud, MN.** League of Minnesota Cities. September 2014.

Firefighter Safety: Mistakes and Best Practices: **Morris, MN.** League of Minnesota Cities. September 2014.

Firefighter Safety: Mistakes and Best Practices: **Slayton, MN.** League of Minnesota Cities. September 2014.

Training for Failure: **Danbury, WI.** Wisconsin Indianhead Technical College Instructor's Conference. September 2014.

Firefighter Safety: Mistakes & Best Practices: **Danbury, WI.** Wisconsin Indianhead Technical College Instructor's Conference. September 2014.

Flawed Situational Awareness: The stealth killer of firefighters: **Spokane, WA.** Stevens County Fire Protection District #1. September 2014.

Mental Management of Emergencies: **Spokane, WA.** Fairchild Air Force Base. September 2014.

Paradigm Shifting: **Albany, NY.** The Firemen's Association for the State of New York (FASNY) Annual Conference. August 2014.

Situational Awareness for Industry: **Morganton, NC.** SGL Carbon Group. August 2014.

Flawed Situational Awareness: The Stealth Killer of Firefighters: **Dallas, TX.** International Association of Fire Chiefs, Fire-Rescue International. August 2014.

Flawed Situational Awareness: **Fort Wayne, IN.** Fort Wayne Fire Department. July 2014.

Company Officer Leadership Institute: **Fort Wayne, IN.** Indiana Department of Homeland Security. July 2014.

Flawed Situational Awareness: The stealth killer of firefighters: **Baton Rouge, LA.** Louisiana State Firefighters Association Conference. July 2014.

Flawed Situational Awareness: **Seattle, WA.** Mount Rainier National Park Rangers. June 2014.

Mental Management of Emergencies: **Seattle, WA.** King County Fire Chiefs Association Safety Symposium. June 2014.

Flawed Situational Awareness: The stealth killer of first responders: **Myrtle Beach, SC.** National Volunteer Fire Council Summit. June 2014

Situational Awareness for Industry: **Erwin, TN.** Nuclear Fuel Services. June 2014

Mental Management of Emergencies: **Helena, MT.** Montana Department of Natural Resources & Conservation Training Event. May 2014.

Company Officer Development Institute: **Fort Wayne, IN.** Fort Wayne Fire Department Officer Development Program. May 2014.

Situational Awareness for Industry: **Mount Vernon, IN.** Babcock & Wilcox Nuclear Operations Group. May 2014.

Mental Management of Emergencies: **Plano, TX.** Plano Fire Department Officer Development Program. May 2014.

Courage to Lead: **Knoxville, TN.** Tennessee Department of Homeland Security District 2 Leadership Seminar. May 2014.

Learning from Tragedy: **Maryville, TN.** Maryville Fire Department Safety Seminar. May 2014.

Firefighter Safety: Mistakes & Best Practices: **Gatlinburg, TN.** Tennessee Fire Chiefs Association Conference. May 2014.

Situational Awareness for Industry: **Morganton, NC.** SGL Carbon Group, LLC. April 2014.

Recruitment and Retention: Best Practices: **New Richmond, WI.** Wisconsin Indianhead Technical College Leadership Seminar. April 2014.

Mental Management of Emergencies: **Chicago, IL.** . Cook County Homeland Security & Emergency Management. February 2014.

Recruitment and Retention: Best Practices: **Anoka, MN.** Anoka-Champlin Fire Department Leadership Development program. April 2014.

Mental Management of Emergencies: **Colorado Springs, CO.** Colorado Springs Fire Department Safety Seminar. March 2014.

Mental Management of Emergencies: **Madison, WI.** Madison Fire Department Safety Seminar. April 2014.

Flawed Situational Awareness: The Stealth Killer of First Responders: **Indianapolis, IN.** Fire Department Instructor's Conference. April 2014.

Firefighter Safety: Mistakes & Best Practices: **Wabash, IN.** Wabash Fire Department Safety Seminar. April 2014.

Mental Management of Emergencies: **Burlington, Ontario, Canada.** Burlington Fire Department Officer Development Program. April 2014.

Fly Like and Eagle When Surrounded by Turkeys: **Wellsburg, WV.** Upper Ohio Valley Fire & Rescue School. March 2014.

Mental Management of Emergencies: **Wellsburg, WV.** Upper Ohio Valley Fire & Rescue School. March 2014.

Company Officer Development Institute: **Evansville, IN.** Evansville Fire Department Officer Development Program. March 2014.

Mental Management of Emergencies: **Saint Paul, MN.** Saint Paul Fire Department Safety Seminar. March 2014.

Mission, Vision Core Values Facilitation: **Fridley, MN.** Fridley Fire Department. March 2014.

Mental Management of Emergencies: **Towson, MD.** Maryland Fire & Rescue Institute National Fire Service Staff & Command Program. March 2014.

Training for Failure: Why First Responder Training Must Change: **Las Vegas, NV.** Center for Public Safety Excellence Conference. March 2014.

Mental Management of Emergencies: **Carlisle, PA.** Perry County Fire Chiefs Association Safety Seminar. March 2014.

Mental Management of Emergencies: **Seattle, WA.** Pierce County Department of Emergency Management. Safety Symposium. March 2014.

Mental Management of Emergencies: **Sacramento, CA.** Sacramento Metro Fire Department Officer Development Program. March 2014.

Flawed Situational Awareness: **New Richmond, WI.** Wisconsin Indianhead Technical College Officer Development Program. February 2014.

Training for Failure: **New Richmond, WI.** Wisconsin Indianhead Technical College Officer Development Program. February 2014.

Mental Management of Emergencies: **Ramsey, MN.** Ramsey Fire Department Officer Development Program. February 2014.

Mental Management of Emergencies: **Crystal Lake, IL.** Crystal Lake Fire Department Officer Development Program. February 2014.

Mental Management of Emergencies: **Ferndale, WA.** "In the Event of" Safety Symposium. February 2014.

Mental Management of Emergencies: **Los Angeles, CA.** Los Angeles Fire Department Officer Development Program. February 2014

Situational Awareness: **San Diego, CA.** Firehouse World Expo. February 2014.

Mental Management of Emergencies: **Chicago, IL.** Cook County Homeland Security & Emergency Management. February 2014.

Company Officer Development Institute: **West Lafayette, IN.** Indiana Department of Homeland Security Officer Development Program. February 2014.

Mental Management of Emergencies: **Coppell, TX.** Coppell Fire Department Officer Development Program. January 2014.

Flawed Situational Awareness: **Coppell, TX.** Coppell Fire Department Officer Development Program. January 2014.

Mental Management of Emergencies: **Plano, TX.** Plano Fire Department Officer Development Program. January 2014.

Flawed Situational Awareness: **Bozeman, MT.** Montana Department of Natural Resources & Conservation Training Event. January 2014.

Mental Management of Emergencies: **Bozeman, MT.** Montana Department of Natural Resources & Conservation Training Event. January 2014.

Firefighter Safety: Mistakes and best practices: **Lutsen, MN.** Hibbing Community College North Shore Safety Tour. January 2014.

Firefighter Safety: Mistakes and best practices: **Two Harbors, MN.** Hibbing Community College North Shore Safety Tour. January 2014.

Firefighter Safety: Mistakes and best practices: **Virginia, MN.** Hibbing Community College North Shore Safety Tour. January 2014.

Firefighter Safety: Mistakes and best practices: **International Falls, MN.** Hibbing Community College North Shore Safety Tour. January 2014.

Flawed Situational Awareness: **Pierre, SD.** South Dakota Fire Instructors Association Conference. January 2014.

Training for Failure: Why we must change the way we train first responders: **Pierre, SD.** South Dakota Fire Instructors Association Conference. January 2014.

Firefighter Safety: Mistakes and best practices: **Pierre, SD.** South Dakota Fire Instructors Association Conference. January 2014.

Mental Management of Emergencies: **Campbell, CA.** Santa Clara County Fire Department Officer Development Program. January 2014.

Emergency Services Leadership: **St. Paul, MN.** Hamline University Graduate School of Business Public Safety Certificate Program. January 2014.

## **2013**

Understanding Motivation: The secret sauce revealed: **Swissvale, PA.** Swissvale Fire Department Officer Development Program. December 2013

Firefighter Safety: Mistakes & best practices: **Poland, OH.** Western Reserve Fire Protection District Officer Development Program. December 2013.

Mental Management of Emergencies: **Fort McCoy, WI.** Fort McCoy Fire Department Firefighter Safety Symposium. December 2013.

Mental Management of Emergencies: **London, ON.** London Fire Department Officer Development program. December 2013.

Flawed Situational Awareness: **London, ON.** London Fire Department Officer Development Program. December 2013.

Chief Officer Leadership Institute: **Fort Wayne, IN.** Indiana Department of Homeland Security Officer Development program. December 2013.

The Leader's Toolbox: **Evansville, IN.** Scott Township Fire Department Officer Development program. November 2013.

Situational Awareness for Industry: **Erwin, TN.** Nuclear Fuel Services. November 2013.

The Leader's Toolbox: **Weirton, WV.** Weirton Fire Department Officer Development program. November 2013.

Mental Management of Emergencies: **Crown Point, IN.** Crown Point Fire Department Officer Development program. November 2013.

Chief Officer Leadership Institute: **Crown Point, IN.** Indiana Department of Homeland Security Officer Development program. November 2013.

Paradigm shift. **Clearwater Beach, FL.** International Association of Fire Chiefs Volunteer & Combination Officers Section Symposium in the Sun. November 2013.

The Brain Science of Selling & Customer Service. **Clearwater Beach, FL.** Pierce Manufacturing, Inc. Owners and General Manager's Meeting. November 2013.

Mental Management of Emergencies: **Williamsport, MD.** Williamsport Volunteer Fire Department Officer Development program. November 2013.

The Leader's Toolbox: **South Bend, IN.** Southwest Central Fire Territory Officer Development program. November 2013.

Chief Officer Leadership Institute: **South Bend, IN.** Indiana Department of Homeland Security Officer Development program. October 2013.

Mental Management of Emergencies: **Clinton, PA.** Samson Community College Fire Officer Development program. October 2013

Situational Awareness for Industry: **Morganton, NC.** SGL Carbon Group, LLC. October 2013.

Mental Management of Emergencies: **Swissvale, PA.** Swissvale Fire Department Officer Development program. October 2013.

Mental Management of Emergencies: **Colorado Springs, CO.** United States Air Force Academy. October 2013.

Training for Failure: **Arvada, CO.** Arvada Fire Department Officer Development program. September 2013.

Mental Management of Emergencies: **Arvada, CO.** Arvada Fire Department Officer Development program. October 2013.



Mental Management of Emergencies: Florissant, MO. Florissant Valley Fire Protection District Officer Development Program. September 2013.

Training for Failure (keynote): Breezy Point, MN. Association of Minnesota Emergency Managers Conference. September 2013.

Mental Management of Emergencies: Breezy Point, MN. Association of Minnesota Emergency Managers Conference. September 2013.

Mental Management of Emergencies: Sydney, NSW, Australia. New South Wales Fire Brigade Officer Development program. September 2013.

Mental Management of Emergencies: Hobart, Tas, Australia. Tasmania Fire Service Officer Development Program. September 2013.

Mental Management of Emergencies: Perth, WA, Australia. Australia Department of Fire & Emergency Services Officer Development program. September 2013.

Mental Management of Emergencies: Melbourne, Vic, Australia. Country Fire Authority Officer Development Program. September 2013.

Mental Management of Emergencies: Melbourne, Vic, Australia. Metropolitan Fire Brigade Officer Development program. September 2013.

Situational Awareness (keynote): Melbourne, Vic, Australia. AFAC Bushland Conference. September 2013

Mental Management of Emergencies: Brisbane, QL, Australia. Mental Management of Emergencies. Brisbane Queensland Fire Rescue Service Officer Development program. August 2013.

Firefighter Safety. Mistakes & Best Practices: Chicago, IL. Fire-Rescue International. August 2013.

Flawed Situational Awareness. The stealth killer of first responders: Chicago, IL. Fire-Rescue International. August 2013

Company Officer Development Institute: Fort Wayne, IN. Indiana Department of Homeland Security Officer Development program. August 2013.

Firefighter Safety. Misakes & Best Practices: Wyndmoor, PA. Wyndmoor Fire Department Officer Development program, July 2013.

Mental Management of Emergencies: Baltimore, MD. Firehouse Expo.

Firefighter Safety. Mistakes & Best Practices: Coatesville, PA. Chester County Department of Public Safety Officer Development program. July 2013.

Firefighter Safety. Mistakes & Best Practices: Hershey, PA. Hershey Fire Department Officer Development program. July 2013.

Firefighter Safety. Mistakes & Best Practices: Bemidji, MN. Minnesota State Fire Department Association Conference. June 2013.

Mental Management of Emergencies: Bemidji, MN. Minnesota State Fire Department Association Conference. June 2013.

Firefighter Safety. Mistakes & Best Practices: **Wolfville, NS, Canada.** Fire Department Instructor's Conference – Atlantic. June 2013.

Mental Management of Emergencies: **Knoxville, TN.** Tennessee Department of Homeland Security. June 2013.

Firefighter Safety. Mistakes & Best Practices: **Karns, TN.** Karns Fire Department Officer Development Program. June 2013.

Situational Awareness: **Grand Rapids, MN.** Minnesota Wildland Firefighting Conference. June 2013.

Leader's Toolbox: **Ramsey, MN.** Ramsey Fire Department Officer Development Program. June 2013.

Training For Failure: **Penticton, BC, Canada.** Keynote address for the Fire Chiefs Association of British Columbia. May 2013

Brain Science Meets Fire Service. What have we learned?: **Penticton, BC, Canada.** Fire Chiefs Association of British Columbia. May 2013

Mental Management of Emergencies: **Greenville, SC.** Greenville County Fire Chiefs Association. May 2013.

Mission, Vision & Core Values: **Lino Lakes, MN.** Centennial Fire Protection District Officer Development Program. May 2013.

Company Officer Development Institute: **White River Township, IN.** Indiana Department of Homeland Security. May 2013.

Company Officer Development Institute: **South Bend, IN.** Indiana Department of Homeland Security. May 2013.

Mental Management of Emergencies: **Topeka, KS.** Kansas State Firefighters Association Conference. April 2013.

Training for Failure: Why Some First Responder Training Must Change: **Indianapolis, IN.** Fire Department Instructor's Conference. April 2013.

Mental Management of Emergencies: **Columbus, IN.** Columbus Fire Department Officer Development Program. April 2013.

Mental Management of Emergencies: **Lafayette, IN.** Indiana Fire Training District 4 Officer Development Program. April 2013.

Mental Management of Emergencies: **White River Township, IN.** White River Township Officer Development Program. April 2013.

Company Officer Development Institute: **New Albany, IN.** Indiana Department of Homeland Security. April 2013.

Mental Management of Emergencies: **Beckley, WV.** West Virginia EMS Conference. March 2013.

Mental Management of Emergencies: **Greensboro, NC.** Guilford County Department of Emergency Services Officer Development Program. March 2013.

Mental Management of Emergencies: **Ames, IA.** Iowa Fire Chiefs Association Executive Development Program. March 2013.

Leader's Toolbox: **Harrison County, IN.** Harrison County Fire Chiefs Association Officer Development Program. April 2013.

Company Officer Development Institute: **Evansville, IN.** Indiana Department of Homeland Security. April 2013.

Mental Management of Emergencies: **Fort Wayne, IN.** Fort Wayne Fire Department Officer Development Program. March 2013.

Firefighter Safety. Mistakes & Best Practices: **Wellsburg, WV.** Upper Ohio Valley Fire & Rescue School. March, 2013.

Leader's Toolbox: **Wellsburg, WV.** Upper Ohio Valley Fire & Rescue School. March, 2013.

Firefighter Safety. Mistakes & Best Practices: **Las Vegas, NV.** Center For Public Safety Excellence Conference. February 2013.

Mental Management of Emergencies: **Comox, BC, Canada.** Comox Valley Fire Chiefs Association Officer Development Program. February 2013.

Mental Management of Emergencies: **Abottsford, BC, Canada.** Abottsford Fire Department Officer Development Program. February 2013.

Mental Management of Emergencies: **Nanaimo, BC, Canada.** Nanaimo Fire & Rescue Officer Development Program. February 2013.

Leader's Toolbox: **Buckley, WA.** Buckley Fire Department Officer Candidate BOLT Program. February, 2013

Mental Management of Emergencies: **Spokane, WA.** Stevens County Fire Protection District #1 Officer Development Seminar. February 2013.

When Brain Science Meets Public Safety. What Have We Learned? **Spokane, WA.** Spokane Fire Department Officer Development Symposium. February 2013.

The Courage To Lead: **Spokane, WA.** Spokane Fire Department Officer Development Symposium. February 2013

Mental Management of Emergencies: **San Diego, CA.** Firehouse World Expo. February 2013.

When Brain Science Meets Public Safety. What Have We Learned? **Charlotte, NC.** University of North Carolina, Charlotte Executive Fire Officer Program. February 2013.

Firefighter Safety. Mistakes & Best Practices: **Matthews, NC.** Matthews Fire Department Officer Development Symposium. February 2013.

Fire Officer Academy: **St. Paul, MN.** St. Paul Fire Department Officer Development Academy. February 2013

Mental Management of Emergencies: **Camarillo, CA.** Ventura County Fire Department Officer Development Symposium. February 2013.

ThirtyMile Fire Staff Ride: **Camarillo, CA.** Ventura County Fire Department Wildland Fire Sysposium. February 2013.

Mental Management of Emergencies: Lawrence, KS. Kansas Fire & Rescue Institute Safety Symposium. February 2013.

Mental Management of Emergencies: Columbia, SC. South Carolina Firefighters Association Conference. January 2013.

Training for Failure: Changing the way to train first responders: Columbia, SC. South Carolina Firefighters Association Conference. January, 2013.

The Leaders' Toolbox. Best practices for leadership success: Grand Rapids, MN. Grand Rapids Fire Department Leadership Development Program. January 2013

Company Officer Development Institute: Gary, IN. Indiana Department of Homeland Security. January. 2013.

## **2012**

Beyond Helmets and Hoses: Poland, OH. International Association of Fire Chiefs.

Brain Science Meets Public Safety: What have we learned: Lino Lakes, MN. Centennial Fire Protection District. December 2012.

Chief Officer Leadership Institute: Fort Wayne, IN. Indiana Department of Homeland Security. December 2012.

Training for Failure: Keystone, CO. Colorado Fire Chiefs Association Leadership Challenge. December 2012.

Preparing for the Storm on the Horizon: Keystone, CO. Colorado Fire Chiefs Association Leadership Challenge. December 2012.

Leader's Toolbox: Glendale, OH. Glendale Fire Department Officer Development Program. November 2012.

Teamwork for Disasters: Knoxville, TN. Tennessee Department of Homeland Security. November 2012.

Firefighter Safety: Good, Bad & the Ugly: Clearwater Beach, FL. IAFC Volunteer & Combination Officer Section Symposium in the Sun. November 2012.

Flawed Situational Awareness: The Stealth Killer of First Responders: Norfolk, VA. Virginia EMS Conference. November 2012.

Mental Management of Emergencies: Norfolk, VA. Virginia EMS Conference. November 2012.

Brain Science Meets Emergency Services: Norfolk, VA. Virginia EMS Conference. November 2012.

Leader's Toolbox: Beckley, WV. West Virginia EMS Conference. November 2012

Company Officer Development Institute: Saint Paul, MN. Saint Paul Fire Department Officer Development Program. October 2012.

Mental Management of Emergencies: Philadelphia, PA. Eastern Montgomery County Emergency Manager's Conference. October, 2012

Training for Failure: Brainerd, MN. League of Minnesota Cities Risk Management Seminar. October 2012.

Training for Failure: **Perham, MN.** League of Minnesota Cities Risk Management Seminar. October 2012.

Mental Management of Emergencies: **Chapel Hill, NC.** Orange County Fire Chiefs Association Safety Symposium. October 2012.

Chief Officer Leadership Institute: **South Bend, IN.** Indiana Department of Homeland Security. October 2012.

Training for Failure: **Rochester, MN.** League of Minnesota Cities Risk Management Seminar. September 2012.

Training for Failure: **Mankato, MN.** League of Minnesota Cities Risk Management Seminar. September 2012.

Firefighter Safety: Mistakes & Best Practices: **Courtland, OH.** Northeast Ohio Fire Chiefs Association. September 2012.

Mental Management of Emergencies: **Middleburg Heights, OH.** Northeast Ohio Fire Chiefs Association. September 2012.

Out of the Ashes a Phoenix Does Rise: **St. John, Newfoundland, CA.** Canadian Association of Fire Chiefs Conference. September 2012.

Training for Failure: **Grand Rapids, MN.** League of Minnesota Cities Risk Management Seminar. September 2012.

Preparing for the Storm on the Horizon: **Madison, WI.** Wisconsin Professional Firefighters Association. September 2012

Training for Failure: **Brooklyn Park, MN.** League of Minnesota Cities Risk Management Seminar. September 2012.

Mental Management of Emergencies: **Breezy Point, MN.** Minnesota Association of Emergency Managers Conference. September 2012.

Mental Management of Emergencies: **Poland, OH.** Western Reserve Fire Protection District Officer Develop Program. September 2012.

Firefighter Safety: Mistakes & Best Practices: **Poland, OH.** Western Reserve Fire Protection District Officer Development Program. September 2012.

Mental Management of Emergencies: **Weirton, WV.** Weirton Fire Department Officer Development Program. September, 2012.

Fifty Ways to Kill a First Responder: **Weirton, WV.** Weirton Fire Department Officer Development Program. September 2012.

Mental Management of Emergencies: **Dayton, OH.** Wright Patterson Air Force Base. September 2012.

Company Officer Development Institute: **Columbus, IN.** Indiana Department of Homeland Security. August, 2012.

Mental Management of Emergencies: **Liverpool, NY.** Firemen's Association of the State of New York Annual Conference. August, 2012.

Learning from Tragedy. Conducting Facilitated Debriefings: **Denver, CO.** Fire-Rescue International. International Association of Fire Chiefs. July, 2012

Firefighter Safety. Mistakes and Best Practices: **Denver, CO.** Fire-Rescue International. International Association of Fire Chiefs. July, 2012

Climbing Down the Ladder of Success. Preparing for Retirement: **Denver, CO.** Fire-Rescue International. International Association of Fire Chiefs. July, 2012

Mental Management of Emergencies: **Wheat Ridge, CO.** Officer Development Program. July, 2012.

Fifty Ways to Kill a First Responder: **Wheat Ridge, CO.** Officer Development Program. July, 2012.

Leader's Toolbox: **Wheat Ridge, CO.** Officer Development Program. July, 2012.

Firefighter Safety. Mistakes and Best Practices: **Baltimore, MD.** Firehouse Expo. July, 2012.

Company Officer Safety Seminar: **Lino Lakes, MN.** Centennial Fire Protection District Officer Development Program. June, 2012.

Firefighter Safety. Mistakes and Best Practices: Morehead, NC. Carteret Community College Fire Officer Development Program. June, 2012.

Firefighter Safety. Mistakes and Best Practices: **Eureka, CA.** Humboldt Regional Fire Officer Development Seminar. June, 2012.

Mental Management of Emergencies: **Eureka, CA.** Humboldt Bay Fire Department Officer Development Program. June, 2012.

Mental Management of Emergencies: **Las Vegas, NV.** National Fire Protection Association Annual Conference. June, 2012.

Mental Management of Emergencies: **Houston, TX.** State Firemen's and Fire Marshal's Association of Texas Annual Conference. June, 2012.

The Recipe from Hell's Kitchen: **Houston, TX.** Keynote Address delivered to the State Firemen's and Fire Marshal's Association of Texas Annual Conference. June 2012.

Firefighter Safety. Mistakes and Best Practices: **Houston, TX.** Ponderosa Fire Department Officer Development Program. June, 2012.

The Leader's Toolbox: **Vancouver, BC.** British Columbia Fire Chiefs Association Annual Conference. June, 2012.

The Global War on Error: Vancouver, BC. British Columbia Fire Chiefs Association Annual Conference. June, 2012

Firefighter Safety: Mistakes & Best Practices: **Vancouver, BC, Canada.** British Columbia Fire Training Officers Association Conference. June, 2012.

Training for Failure (Keynote Address): **Vancouver, BC, Canada.** British Columbia Fire Training Officers Association Conference. June, 2012.

Mental Management of Emergencies: **Vancouver, BC, Canada.** British Columbia Fire Training Officers Association Conference. June, 2012.

Firefighter Safety: Mistakes and Best Practices: **Grand Rapids, MN.** League of Minnesota Cities Loss Prevention Program. May, 2012.

Mental Management of Emergencies: **Richmond, VA.** Chesterfield County Fire Department Officer Development Program. May, 2012.

Fifty Ways to Kill a First Responder: **Richmond, VA.** Chesterfield County Fire Department Officer Development Program. May, 2012.

Mental Management of Emergencies: **Greensboro, NC.** Greensboro Fire Department Company Officer Development Program. May, 2012

Lessons Learned from Facilitate Debriefings: **Asheville, NC.** North Carolina Fire Instructor's Conference. May, 2012.

Mental Management of Emergencies: **Conway, NC.** Horry County Fire Department Officer Development Program. May 2012.

Company Officer Development Institute: **Fort Wayne, IN.** Indiana Department of Homeland Security. April, 2012.

Firefighter Safety: Mistakes and Best Practices: **Weston, WV.** West Virginia State Fire Academy. Officer Development Program. April, 2012.

Mental Management of Emergencies: **Weston, WV.** West Virginia State Fire Academy. Officer Development Program. April, 2012.

Mental Management of Emergencies: **High Point, NC.** Guilford County Emergency Services Professional Development Seminar. April, 2012.

Firefighter Safety. Mistakes and Best Practices: **Asheville, NC.** Regional Firefighter Cadet Training Program. April, 2012.

Mental Management of Emergencies: **Maryville, TN.** Maryville Fire Department Officer Development Program. April, 2012.

Mental Management of Emergencies: **Vale, OR** Vale District, Bureau of Land Management Officer Development Program. April, 2012.

Situational Awareness Barriers: **Vale, OR** Vale District, Bureau of Land Management Officer Development Program. April, 2012.

Mental Management of Emergencies: **Indianapolis, IN.** Fire Department Instructor's Conference. April, 2012.

Mental Management of Emergencies: **Lafayette, IN.** Wea Township Fire Department Officer Development Seminar. April, 2012

Setting Organizational Strategic Direction: **Ocean City, MD.** EMS Care 2012. Maryland Institute of Emergency Medical Services System. April, 2012.

Understanding Motivation: **Ocean City, MD.** EMS Care 2012. Maryland Institute of Emergency Medical Services System. April, 2012.

Recruitment & Retention of the Generation Y Worker: **St. Paul, MN.** Hamline University Graduate School of Business. Public Safety Officer Certificate Program. April, 2012.

How to Give an Effective Presentation **St. Paul, MN**. Hamline University Graduate School of Business. Public Safety Officer Certificate Program. April, 2012.

Leader's Toolbox: **St. Paul, MN**. Hamline University Graduate School of Business. Public Safety Officer Certificate Program. April, 2012.

Understanding Motivation: **Woodbury, MN**. Woodbury Fire Department Company Officer Coaching Series. April, 2012.

Mental Management of Emergencies: **Camarillo, CA**. Ventura County Fire Department Officer Development Program. April, 2012.

Fifty Ways to Kill a First Responder: **Camarillo, CA**. Ventura County Fire Department Officer Development Program. April, 2012.

Mental Management of Emergencies: **Lafayette, IN**. Indiana Department of Homeland Security. Officer Development Program. March, 2012.

Fifty Ways to Kill a First Responder: **Lafayette, IN**. Indiana Department of Homeland Security. Officer Development Program. March, 2012.

Firefighter Safety. Mistakes and Best Practices: **Lino Lakes, MN**. Centennial Fire Protection District Officer Development Program. March 2012.

Preventing Predictable Tragedies: **Wellsburg, WV**. Upper Ohio Valley Fire & Rescue School. March, 2012.

Mental Management of Emergencies: **Ocean City, MD**. Maryland Fire & Rescue Institute National Fire Service Staff & Command Program. March, 2012.

Mental Management of Emergencies: **Rice Lake, WI**. Emergency Services Conference. Wisconsin Indianhead Technical College. March, 2012.

Recruitment and Retention of the Generation Y Worker: **Rice Lake, WI**. Emergency Services Conference. Wisconsin Indianhead Technical College. March, 2012.

Understanding motivation: **Long Lake, MN**. Officer Development Coaching Series. March 2012.

Firefighter Safety: Mistakes and Best Practices: **North Las Vegas, NV**. Center for Public Safety Excellence Conference. March, 2012.

Mental Management of Emergencies: **Evansville, IN**. Evansville Airport Fire Department Officer Development Program. February 2012.

Company Officer Development Institute: **Evansville, IN**. Indiana Department of Homeland Security. February, 2012.

Officer Roundtable: **Loudonville, NY**. Shaker Road/Loudonville Fire Department Officer Development Program. February, 2011.

Mental Management of Emergencies: **Loudonville, NY**. Shaker Road/Loudonville Fire Department Officer Development Program. February, 2011.

Firefighter Safety: Mistakes and Best Practices: **San Diego, CA**. Firehouse World Expo. February, 2012.



Preparing for the Tough Questions on the Horizon: **San Diego, CA.** Firehouse World Expo. February, 2012.

Situational Awareness and Situational Readiness: **San Diego, CA.** Firehouse World Expo. February, 2012.

Firefighter Safety: Mistakes and Best Practices: **Jordan, MN.** United Firefighter Association Safety Symposium. February 2012.

Understanding Fireground Decision Making: **Hong Kong.** FireAsia 2012. February 2012.

Company Officer Development Institute: **South Bend, IN.** Indiana Department of Homeland Security. January 2012.

Leader's Toolbox: Best Practices for Leadership Success: **St. George, UT.** Utah Winter Fire School. January, 2012.

Firefighter Safety: Mistakes and Best Practices: **St. George, UT.** Utah Winter Fire School. January, 2012.

## **2011**

Mental Management of Emergencies: **Mouth Lebanon, PA.** Mount Lebanon Fire Department Officer Development Program. December, 2011.

Leader's Toolbox: **Plymouth, MN.** Plymouth Fire Department Officer Development Program. December 2011.

Company Officer Development Institute: **New Albany, IN.** Indiana Department of Homeland Security. December, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Oacoma, SD.** South Dakota Fire Chiefs Association Conference. December 2011.

Mental Management of Emergencies: **Canton Township, OH.** Canton Township Fire Department Officer Development Program. November, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Linwood, MN.** Linwood Fire Department Officer Development Program. November 2011.

Make This Your Finest Hour: **Clearwater Beach, FL.** Keynote address at the Volunteer & Combination Officer's Section Symposium in the Sun. International Association of Fire Chiefs. November 2011.

Mental Management of Emergencies: **Stowe, VT.** Stowe Fire Department Officer Development Program. November, 2011.

Fifty Ways to Kill a First Responder: **Lexington, SC.** Lexington County Fire Department Officer Development Program. October, 2011.

Mental Management of Emergencies: **Lexington, SC.** Lexington County Fire Department Officer Development Program. October, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Jordan, MN.** League of Minnesota Cities Loss Prevention Workshop. Scott County Public Safety Regional Training Center. October, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Rochester, MN.** Mayo Civic Center. League of Minnesota Cities Loss Prevention Workshop. October, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Mankato, MN.** Verizon Wireless Center. League of Minnesota Cities Loss Prevention Workshop. October, 2011.

Firefighter Safety: Common Mistakes and Best Practices: **Brainerd, MN.** Brainerd Fire Department. League of Minnesota Cities Loss Prevention Workshop. October, 2011.

Mental Management of Emergencies: **Fairfax County, VA.** Fairfax County Professional Fire Officers Association. October, 2011.

Officer Development Roundtable: **Buckley, WA.** Buckley Fire Department Officer Development Program. September, 2011.

Leader's Toolbox: **Buckley, WA.** Buckley Fire Department Leadership Development Series. September, 2011.

Mental Management of Emergencies: **Tacoma, WA.** FireNuggets Professional Firefighter Training Series. September, 2011

Mental Management of Emergencies: **Las Vegas, NV.** EMS World Conference. September, 2011.

All Aboard! Developing Strategic Direction: **Las Vegas, NV.** EMS World Conference. September, 2011.

Leader's Toolbox: **Salt Lake City, UT.** Salt Lake Valley Fire Training Officer's Alliance. August, 2011

Six Pillars of a Successful First Responder System: **Stettler, Alberta, CA.** Rural Alberta First Responders Conference. August, 2011.

First Responder Safety: Mistakes and Best Practices: **Atlanta, GA.** Defense Logistics Agency. August, 2011.

Preparing to survive in the "New Normal" Economy: **Atlanta, GA.** National Society of Executive Fire Officers Association Conference. August, 2011.

First Responder Safety: Mistakes and Best Practices: **Atlanta, GA.** United States Department of Defense Fire & Emergency Services Conference. August, 2011

Executive Leadership: **Emmitsburg, MD.** Executive Fire Officer Program, National Fire Academy. August, 2011.

Company Officer Development Institute: **Fishers, IN.** Indiana Department of Homeland Security. August, 2011.

Fireground safety: Mistakes and best practices (keynote): Tennessee Fire Chiefs Association Annual Conference: Nashville, TN. July 2011

When brain science meets the fire service: What have we learned (keynote): New England Association of Fire Chiefs Annual Conference. **Springfield, MA.** June 2011.

Mental management of emergencies: Naval Air Station – Corpus Christi. Department of Emergency Services. **Corpus Christi, TX.** June 2011.

Fireground safety: Mistakes & best practices: Fire Chiefs Association of British Columbia Annual Conference: **Abbotsford, BC, Canada**. June 2011.

Fireground situational awareness (keynote): Fire Chiefs Association of British Columbia Annual Conference. **Abbotsford, BC, Canada**. June 2011.

Leadership 3: **Lino Lakes, MN**. National Fire Academy program, June 2011.

Company Officer Development Institute: **Fort Wayne, IN**. Indiana Department of Homeland Security. May, 2011.

Leadership 2: **Lino Lakes, MN**. National Fire Academy program. May, 2011

Preventing the responder-induced disaster (keynote address). **Rapid City, SD**. South Dakota Department of Homeland Security Annual Conference. May 2011

The mental management of emergencies: **Rapid City, SD**. South Dakota Department of Homeland Security Annual Conference. May, 2011.

The good, the bad and the ugly (keynote address): **Asheville, NC**. North Carolina Fire & Rescue Instructor's Conference. May, 2011.

The mental management of emergencies: **Asheville, NC**. Asheville Fire Department Officer Development Symposium. May, 2011.

The mental management of emergencies: **Blaine, MN**. Regional Officer Development Program. April, 2011.

The mental management of emergencies: **Carmel, IN**. Carmel Fire Department Officer Development Program. April, 2011.

Company Officer Development Institute: **Evansville, IN**. Indiana Department of Homeland Security. April, 2011.

Leadership 1: **Lino Lakes, MN**. National Fire Academy program. April, 2011.

The leader's toolbox: **Leduc, Alberta, Canada**. Regional Officer Development Seminar. April, 2011.

The mental management of emergencies: **Fitchburg, WI**. Dane County Fire Training Officer's Association Symposium. April 2011

The mental management of emergencies: **Redmond, OR**. Pacific Northwest Region – Bureau of Land Management Leadership Conference. March 2011.

Fireground safety: **St. Croix Falls, WI**. Wisconsin Indianhead Technical College. Firefighter Safety Seminar. March 2011.

The mental management of emergencies: **Indianapolis, IN**. Fire Department Instructor's Conference. March 2011.

The mental management of emergencies: **Ocean City, MD**. University of Maryland Fire & Rescue Institute. National Fire Service Staff & Command Program. March, 2011.

The mental management of emergencies: **Columbia, SC**. South Carolina Fire Academy Southeastern Fire School. March, 2011.

The mental management of emergencies: **Orlando, FL.** Center for Public Safety Excellence Annual Accreditation Conference, March, 2011.

The mental management of emergencies: **Lancaster, PA.** Lancaster County Fire Chiefs Association Professional Development Program. March, 2011.

The mental management of emergencies: **San Diego, CA.** Firehouse World Conference. February, 2011.

Fireground situational awareness and decision making: **Pleasanton, CA.** FireNuggets Professional Development Series. February, 2011

Emergency scene decision making and situational awareness: **Columbia, MO.** Missouri Winter Fire School. February, 2011

The mental management of emergencies: **Tuscaloosa, AL.** Alabama Fire Chiefs Association Winter Conference. February, 2011

Fifty ways to kill a first responder: **Poland, OH.** Mahoning County Fire Chiefs Association Leadership Development Program. January, 2011.

The mental management of emergencies: **Lakewood, WA.** Lakewood Fire Department Leadership Development Program. January, 2011

Emergency scene decision making and situational awareness: **Hillsboro, OR.** Hillsboro Fire Department Leadership Development Program. January, 2011.

Emergency scene decision making and situational awareness: **Bismarck, ND.** North Dakota Firefighters Association Leadership Conference/Summit. January, 2011.

Fireground mistakes and best practices: **St. George, UT.** Utah Fire Chiefs Association. Leadership Development Program. January, 2011.

The mental management of emergencies: **St. George, UT.** Utah Winter Fire School. January, 2011.

Fifty ways to kill a first responder: **St. George, UT.** Utah Winter Fire School. January, 2011.

## **2010**

Emergency scene decision making and situational awareness: **Mount Lebanon, PA.** Mouth Lebanon Fire Department Regional Officer Development Program. December, 2010.

Emergency scene decision making and situational awareness: **Lenexa, KS.** Lenexa Fire Department Officer Development Program. December, 2010.

Situational awareness checklist application: **Eden Prairie, MN.** Eden Prairie Fire Department Officer Development Program. December 2010.

Emergency scene decision making: **Savage, MN.** Savage Fire Department Officer Development Program. November 2010.

Emergency scene decision making and situational awareness: **Fresno, CA.** California Fire Chiefs Association Training Officer's Symposium. November, 2010.

Emergency scene decision making and situational awareness: **Montgomery County, PA.** Montgomery County Fire Department Officer Development Seminar. November, 2010.

Emergency scene decision making and situational awareness: **Abingdon, MD.** Abingdon Fire Department Officer Development Program. November, 2010.

Emergency scene decision making and situational awareness: **Camden County, NJ.** Camden County Fire Chiefs Association Leadership Seminar. November, 2010.

Emergency scene decision making and situational awareness: **Kenton County, KY.** Kenton County Fire Chiefs Association Leadership Seminar. November, 2010.

Emergency scene decision making and situational awareness: **Buckley, WA.** Buckley Fire Department Officer Development Seminar. October, 2010

Emergency scene decision making and situational awareness: **Laduc, AB, Canada.** FireWise Consulting Officer Development Seminar. October, 2010.

Emergency scene decision making and situational awareness: **Vancouver, BC, Canada.** FireWise Consulting Officer Development Seminar. October, 2010.

Company Officer Development Institute:: **Fishers, IN.** Indiana Department of Homeland Security. Fishers Fire Department. September, 2010.

Emergency scene decision making and situational awareness: **Savannah, GA.** Southside Fire Department Officer Development Program. September, 2010.

Emergency scene decision making and situational awareness: **Pacific, MO.** Tri-County Training Consortium Officer Development Program. September, 2010.

Beyond Helmets & Hoses Leadership Program: **Dowagiac, MI.** A program offered by the International Association of Fire Chiefs. September, 2010

Emergency scene decision making and situational awareness: **Chicago, IL.** Keynote for the Company Officer Leadership Symposium. Fire-Rescue International. August, 2010.

Fire service lessons learned from aviation: **Chicago, IL.** Fire-Rescue International, August 2010.

Emergency scene decision making and situational awareness: **Chicago, IL.** Keynote for the United States Department of Defense joint Navy and Marine Corps program presentation. August 2010.

Emergency scene decision making and situational awareness: **Air Force Academy, CO.** Office Development Program. United States Air Force Academy Fire & Emergency Services Department. August, 2010.

Emergency scene decision making and situational awareness: **Denver, CO.** FireNuggets Professional Development Series. August 2010.

Company Officer Development Institute:: **Fort Wayne, IN.** Indiana Department of Homeland Security. Fort Wayne Fire Department. June, 2010.

Emergency Scene mistakes and best practices: **New Brighton, MN.** New Brighton Department of Public Safety, Officer Development Program. June 2010.

Emergency scene decision making and situational awareness: **Baltimore, MD.** Firehouse Expo. July, 2010.

Company Officer Development Institute:: **Evansville, IN.** Indiana Department of Homeland Security. Evansville Fire Department. June, 2010.

The mental management of emergencies: **Evansville, IN.** German Township Fire Department Officer Development Program. June 2010.

Emergency scene decision making and situational awareness: **Louisville, KY.** Southeast Association of Fire Chiefs Annual Conference. June, 2010.

Emergency scene decision making and situational awareness: **Rifle, CO.** Colorado Fire Chiefs Association Leadership Seminar. June, 2010

Emergency scene decision making and situational awareness: **Sarnia, Ontario.** Sarnia Fire Department Officer Development Seminar. June, 2010

Emergency scene decision making and situational awareness: **Richmond, VA.** Virginia Fire Officer's Academy. University of Richmond, June, 2010.

Emergency scene decision making and situational awareness: **Salisbury, NC.** Salisbury Fire Department Officer Development Symposium. June, 2010.

The Leader's Toolbox: **Fort McCoy, WI.** Fort McCoy, U.S. Army Installation Fire & Emergency Services Department, May 2010.

Emergency scene decision making and situational awareness: **Richmond, VA.** Hannover County Fire & EMS Officer Development Program. June, 2010

Emergency scene decision making and situational awareness: **Fort McCoy, WI.** Fort McCoy, U.S. Army Installation Fire & Emergency Services Department, May 2010.

Tactical Decision Making Research Project: **Volk Air National Guard Base, WI.** Midwest Tactical Officer's Association Conference, May, 2010.

Emergency scene decision making and situational awareness: **Glenville, WV.** Gilmer County Fire Department Officer Development Program. May, 2010.

Executive Leadership: **Emmitsburg, MD.** National Fire Academy Executive Fire Officer Program. May, 2010

Emergency scene decision making and situational awareness: **Indianapolis, IN.** Fire Department Instructor's Conference. April, 2010.

The Leader's Toolbox: **Rice Lake, WI.** Wisconsin Indianhead Community College Officer Development Program. April, 2010.

Emergency scene decision making and situational awareness: **Bend, OR.** Oregon Fire Chiefs Association Conference. April, 2010.

Emergency scene decision making and situational awareness: **Ponderosa, TX.** Ponderosa Fire Department Officer Development Program. April, 2010.

Emergency scene decision making: **St. Paul, MN.** Officer Development Program. April, 2010.

Emergency scene decision making: **St. Cloud, MN.** Officer Development Program. April, 2010.

Emergency scene decision making: **Willmar, MN.** Officer Development Program. April, 2010.

Emergency scene decision making: **Springfield, MN.** Officer Development Program. April, 2010

Emergency scene decision making: **Eden Prairie, MN.** Officer Development Program. April,

2010.

Emergency scene decision making: **Mahnomen, MN**. Officer Development Program. April, 2010.

Emergency scene decision making: **Alexandria, MN**. Officer Development Program. April, 2010.

Emergency scene decision making: **Willmar, MN**. Officer Development Program. April, 2010.

Emergency scene decision making: **St. Cloud, MN**. Officer Development Program. April, 2010.

Emergency scene decision making: **St. Paul, MN**. Officer Development Program. April, 2010.

Emergency scene decision making and situational awareness: **Tampa, FL**. National Fire Service Staff and Command School. March, 2010.

Understanding motivation: **Saint Paul, MN**. Hamline University Graduate Certificate in Public Safety Leadership. March, 2010.

Emergency scene decision making and situational awareness: **New Richmond, WI**. Wisconsin Indianhead Community College Officer Development Program. March, 2010.

Emergency scene decision making and situational awareness: **Casper, WY**. Wyoming Fire Chiefs Association Spring Symposium. March, 2010.

Emergency Services Leadership: **Wellsburg, WV**. Upper Ohio Valley Fire & Rescue School. March, 2010.

Emergency scene decision making and situational awareness: **Wellsburg, WV**: Upper Ohio Valley Fire & Rescue School. March, 2010

Emergency scene decision making and situational awareness: **Brodhead, WI**: Brodhead Fire Department Officer Development Program. March, 2010

Becoming fully involved (keynote address): **Cable, WI**. Wisconsin Indianhead Community College Winter Conference. March, 2010.

Emergency scene decision making and situational awareness: **Cable, WI**: Wisconsin Indianhead Community College Winter Conference. March, 2010

Emergency scene decision making and situational awareness: **Orlando, FL**: Commission on Public Safety Excellence Conference. March, 2010

Emergency scene decision making and situational awareness: **San Diego, CA**: Firehouse World Conference and Expo. March, 2010.

Understanding motivation: **San Diego, CA**: Firehouse World Conference & Expo. March, 2010.

Emergency scene decision making and situational awareness: **Pittsburgh, PA**: South Hills Area Council of Governments Leadership Symposium. February 2010.

Emergency scene decision making and situational awareness. **Charleston, WV**: Emergency Services Conference at Pipestem. February, 2010.

Emergency services leadership: **Charleston, WV**: Emergency Services Conference at Pipestem. February 2010.

Emergency scene decision making and situational awareness: **Baton Rouge, LA:** Industrial Fire World Conference & Exposition. February 2010.

Emergency scene decision making and situational awareness: **Wenatchee, WA:** Washington State Fire Training Officer's Association Conference, February, 2010.

Fireground decision making: **Saint Paul, MN.** Hamline University Graduate Certificate in Public Safety Leadership. February, 2010

Fire officer 1: **Shoreview, MN.** Lake Johanna Fire Department. Program delivered under contract with Hennepin Technical College. January, 2010.

The mental management of command. **Inver Grove Heights, MN.** *Officer development program*, January, 2010.

Conducting realistic incident simulations: **Milwaukee, WI:** Wisconsin EMS Expo, January 2010.

Conducting post incident evaluations: **Milwaukee, WI:** Wisconsin EMS Expo, January 2010.

Does someone have to die before things change: Lessons from aviation for the fire service. **Milwaukee, WI:** Wisconsin EMS Expo, January 2010.

Emergency scene decision making and situational awareness: **Milwaukee, WI:** Wisconsin EMS Expo, January 2010.

## **2009**

The Mental Management of Command. Western Reserve Fire Protection District. **Poland, OH.** *Officer development symposium*, December 2009.

Emergency scene decision making and situational awareness: **Gravenhurst, ON:** Ontario Fire Academy Executive Leadership Program. December, 2009.

Emergency scene decision making and situational awareness: **Worthington, KY:** Worthington Fire Department Officer Development Program, December 2009.

Decision Making and Situational awareness: **Spokane, WA:** Spokane Fire Department Officer Development Symposium. November 2009.

Decision Making and Situational awareness: **Fresno, CA:** California Fire Chiefs Association Training Officer's Association Annual Conference. November 2009.

Emergency scene decision making and situational awareness: **Reno, NV:** Sierra Fire Protection District Officer Development Program. November 2009.

Public Safety Leadership: **St. Paul, MN:** Hamline University Advanced Public Safety Certificate Program. November 2009.

Decision making under stress: **Marshall, MN:** Minnesota State Fire Chiefs Association Annual Safety Symposium. November 2009.

Emergency scene decision making and situational awareness: **Wilmar, MN:** Ridgewater Community College Officer Symposium. November 2009.

Emergency scene decision making and situational awareness: **Clearwater Beach, FL:** International Association of Fire Chiefs Symposium. November 2009.



Understanding Motivation: Canaan Valley, WV: West Virginia Instructor Development Conference. October 2009.

Sailing Four Ships to Success – Keynote Address: Canaan Valley, WV: West Virginia Instructor Development Conference. October 2009.

Emergency scene decision making and situational awareness: Houston, TX: Ponderosa Fire Department Officer Development Symposium. October 2009.

Dealing with a disaster... during a disaster: St. Paul, MN: Minnesota Multi-Housing Association Annual Conference. October 2009.

Emergency scene decision making and situational awareness: College Park, MD: University of Maryland Fire & Rescue Institute Executive Development Series. October 2009.

Dealing with difficult people & Understanding motivation: Landover Hills, MD: Maryland Institute of Emergency Medical Services System. October 2009.

Emergency scene decision making and situational awareness: Redmond, WA: Pacific Northwest Incident Management Symposium. October 2009.

Emergency scene decision making and situational awareness: Hagerstown, MD: Washington County Volunteer Firefighter's Association Officer Development. October 2009.

Emergency scene decision making and situational awareness: Gravenhurst, ON: Ontario Fire Academy Executive Leadership Program. September, 2009.

Emergency scene decision making. Woodbury, MN: *Woodbury Department of Public Safety Officer Development Program*, September 2009.

Emergency scene decision making and situational awareness: Pataskala, OH: West Licking Joint Fire Protection District Officer Development Symposium. September, 2009.

Emergency Services Leadership: Salisbury, NC: Salisbury Fire Department Officer Development Symposium. September 2009.

Emergency scene decision making and situational awareness: Dallas, TX: Fire-Rescue International. August 2009.

Sailing Four Ships to Success: Vienna, WV: Keynote address at the West Virginia State Firemen's Association Convention. Seminar. August 2009.

Real world incident management for departments with limited staffing: Carrollton, OH: Carroll County Fire Chiefs Association. August 2009

Emergency scene decision making and situational awareness: Wheeling, WV: RESA VI Leadership Development Seminar. August 2009.

Emergency scene decision making and situational awareness: Harwick, PA: Springdale Township Fire Department Command Symposium. August 2009.

Emergency scene decision making and situational awareness: New Orleans, LA: Louisiana Firefighter's Association Annual Conference. August 2009.

Understanding motivation: Baltimore, MD: Firehouse Expo. July 2009.

Does someone have to die? Lessons from aviation for the fire service: Baltimore, MD: Firehouse Expo.

Emergency scene decision making and situational awareness: **Stillwater, OK:** International Fire Service Journal on Leadership & Management Research Symposium. July 2009.

Emergency scene decision making and situational awareness: **Chicago, IL:** National Fire Protection Association World Safety Conference. June 2009.

Emergency scene decision making and situational awareness: **Durango, CO:** Upper Pine Fire Protection District Officer Development Program. May 2009.

Emergency scene decision making and situational awareness: **Charleston, WV:** West Virginia Public Safety Expo. May 2009.

Emergency scene decision making and situational awareness: **Windsor Locks, CT:** Connecticut Fire Academy Officer's Development Series. May 2009.

Emergency scene decision making and situational awareness: **Indianapolis, IN:** Fire Department Instructor's Conference. April 2009.

Emergency scene decision making and situational awareness: **Ocean City, MD:** University of Maryland Fire & Rescue Institute's National Fire Service Staff & Command Program. March 2009.

Emergency scene decision making and situational awareness: **Wellsburg, WV:** Upper Ohio Valley Fire & Rescue School. March 2009.

Emergency scene decision making and situational awareness: **St. Simon's Island, GA:** Georgia Fire Chiefs Association Winter Conference. March 2009.

Emergency scene decision making and situational awareness: **Faribault, MN:** Faribault Fire Department Officer Development Program. February 2009.

Incident Command for Smaller Departments: **Lino Lakes, MN:** Centennial Fire Department Officer Development Program. February 2009

Emergency scene decision making and situational awareness: **Kent, WA:** Kent Fire Department Officer Development Program. January 2009.

Emergency scene decision making and situational awareness: **Blaine, MN:** Gasaway Consulting Group Presentations. January 2009.

## **2008**

Emergency scene decision making and situational awareness: **Mandan, ND:** Mandan Fire Department Leadership Symposium, December, 2008.

Emergency scene decision making and situational awareness: **Orlando, FL:** *Symposium in the Sun*, November, 2008.

Emergency scene decision making and situational awareness: **London, UK:** *Fire College of Great Brittan Research Symposium 2008*. November, 2008.

Emergency Services Leadership: **Medina, OH:** *2008 Medina Fire Officer's Seminar*. October, 2008.

Emergency Scene decision and situational awareness: **Pittsburgh, PA:** *National Occupational Injury Research Symposium*, hosted by the National Institute of Occupational Safety and Health (NIOSH). October, 2008.

Emergency services leadership: Las Vegas, NV: Firehouse Central. October, 2008.

Emergency services leadership: Juneau, AK: Alaska Fire Chiefs Association Annual Conference. September, 2008.

Understanding employee motivation: Juneau, AK: Alaska Fire Chiefs Association Annual Conference. September, 2008.

Leadership for volunteer and combination fire departments. Glassport, PA: September, 2008.

Recruitment and retention of volunteers: attracting and keeping the best!: Glassport, PA: September, 2008.

Emergency scene decision making and situational awareness: Glassport, PA: September, 2008.

Customer service beyond customer expectations: Make the customer say wow!: Glassport, PA: September, 2008.

Emergency scene decision making and situational awareness: Denver, CO: Fire-Rescue International, Health & Safety Pre-Conference. August, 2008.

Emergency scene decision making and situational awareness: Baltimore, MD: Firehouse Expo. July, 2008.

Leadership. Prior Lake, MN, a leadership program presented for the *International Association of Fire Chiefs*. July, 2008.

Emergency scene decision making and situational awareness: Peoria, IL: Illinois Fire Chiefs Association Symposium. May, 2008.

Understanding Motivation: Peoria, IL: Illinois Fire Chiefs Association Symposium, May, 2008.

Emergency scene decision making and situational awareness: Indianapolis, IN: Fire Department Instructor's Conference. April, 2008.

Emergency scene decision making and situational awareness: Louisville, KY: Maryland Fire-Rescue Institute National Fire Service Staff & Command Program. March, 2008.

Leadership for volunteer and combination fire departments. Wellsburg, WV: Upper Ohio Valley Fire & Rescue School. March, 2008.

Recruitment and retention of volunteers: attracting and keeping the best!: Wellsburg, WV: Upper Ohio Valley Fire & Rescue School. March, 2008.

Emergency scene decision making under stress: Wellsburg, WV: Upper Ohio Valley Fire & Rescue School. March, 2008.

Customer service beyond customer expectations: Make the customer say wow!: Wellsburg, WV: Upper Ohio Valley Fire & Rescue School. March, 2008.

Leadership. White Bear Lake, MN, a leadership program presented for the *International Association of Fire Chiefs*, February, 2008.

Customer service. Plymouth, MN: Plymouth Police Department Supervisor's Seminar, February, 2008.

## 2007

Fire service leadership. **Maple Grove, MN:** *Chief Officer Training Curriculum, National Fire Academy*, December, 2007.

Human resource management. **Maple Grove, MN:** *Chief Officer Training Curriculum, National Fire Academy*, November, 2007.

Emergency scene decision making. **Ontario Fire College, Gravenhurst, Ontario, CA:** *Ontario Fire Instructor's Association*. September 2007.

Decision-making under stress. **Indianapolis, IN:** *Fire Department Instructor's Conference*, April, 2007.

Understanding organizational culture. **Ocean City, MD:** *Maryland Fire-Rescue Institute National Fire Service Staff & Command Program*, March, 2007.

Leadership. **Akron, OH,** a leadership program presented for the *International Association of Fire Chiefs*, March, 2007.

Fire officer I. **Wellsburg, WV:** *National Fire Academy Direct Delivery*, Upper Ohio Valley Fire School, March, 2007.

Leadership. **Appleton, WI,** a leadership program presented for the *International Association of Fire Chiefs*, March, 2007.

Leadership. **Denver, CO,** a leadership program presented for the *International Association of Fire Chiefs*, February, 2007.

Leadership. **Pittsburgh, PA,** a leadership program presented for the *International Association of Fire Chiefs*, February, 2007.

Leadership. **Nashville, TN,** a leadership program presented for the *International Association of Fire Chiefs*, January, 2007.

## 2006

Safety leadership (keynote address). **Salt Fork State Resort, OH.** *Safety Managers Retreat, Wheeling-Pittsburgh Steel Corporation*, October, 2006.

The leader's toolbox, **Duluth, MN:** *Minnesota State Fire Chief's Association Annual Conference*, October, 2006.

Sailing the ships of success. **Dallas, TX:** *Fire-Rescue International*, September, 2006.

Volunteer leadership. **Dallas, TX:** *Fire-Rescue International*, September, 2006.

Leadership. **Dennis, MA:** *Officer Development Program*, May, 2006.

Emergency services leadership. **Boston, MA:** *Senior Officer Development Program, Massachusetts Fire Academy*, May, 2006.

Decision making. **Indianapolis, IN:** *Fire Department Instructors' Conference*, April, 2006.

Dealing with difficult people. **Louisville, KY:** *Maryland Fire-Rescue Institute National Fire Service Staff & Command Program*, March, 2006.

Building organizational pride. **Plymouth, MN:** *Plymouth Fire Department Officer Development Program*, March, 2006.

Organizational behavior. **Blaine, MN:** *SBM Leadership Development Program*, March, 2006.

Fire officer I. **Wellsburg, WV:** *National Fire Academy Direct Delivery*, Upper Ohio Valley Fire School, March, 2006.

## **2005**

10 steps to becoming a successful volunteer. **Maple Plain, MN:** *Maple Plain Fire Department 75<sup>th</sup> Anniversary Celebration*, October, 2005.

Customer service. **Plymouth, MN:** *Plymouth Police Department Supervisor's Seminar*, October, 2005.

Understanding motivation. **Brainerd, MN:** *Wenck Engineering Consultants Fall Leadership Retreat*, October, 2005.

Understanding motivation. **College Park, MD:** *Executive Development Series, Maryland Fire-Rescue institute*, September, 2005.

Teambuilding. **College Park, MD:** *Executive Development Series, Maryland Fire-Rescue Institute*, September, 2005.

Expectations of a new fire chief. **Denver, CO:** *Fire-Rescue International*, August, 2005.

Hiring your first full-time employee. **Denver, CO:** *Fire-Rescue International*, August, 2005.

Command operations. **St. Cloud, MN:** *Chief Officer Training Curriculum, National Fire Academy*, June, 2005.

Understanding motivation. **Cable, WI:** *Wisconsin Emergency Services Conference*, March, 2005.

Recruitment and retention. **Cable, WI:** *Wisconsin Emergency Services Conference*, March, 2005.

Leadership. **Cable, WI:** *Wisconsin Emergency Services Conference*, March, 2005.

Community risk reduction. **St. Cloud, MN:** *Chief Officer Training Curriculum, National Fire Academy*, March, 2005.

Charting a course to leadership (keynote address). **Cable, WI:** *Wisconsin Emergency Services Conference*, March, 2005.

Ethical leadership. **Branson, MO:** *Missouri Fire Chief's Association Winter Conference*, February, 2005.

Leadership. **Branson, MO:** *Missouri Fire Chief's Association Winter Conference*, February, 2005.

21<sup>st</sup> century leadership. **Kalamazoo, MI:** *International Association of Fire Chiefs*, February, 2005.

Dealing with difficult people. **Blaine, MN:** *SBM Leadership Development Program*, February, 2005.

Ethical leadership. **Blaine, MN:** *SBM Leadership Development Program*, January, 2005.

Fire service leadership. **St. Cloud, MN:** *Chief Officer Training Curriculum, National Fire Academy*, January, 2005.

Human resource management. **St. Cloud, MN:** *Chief Officer Training Curriculum, National Fire Academy*, January, 2005.

## **2004**

Developing employee newsletters. **Rochester, MN:** *Minnesota State Fire Chief's Conference*, October, 2004.

Fire service leadership 303. **Marshall, MN:** Online course presentation. *Southwest State University*, Fall Quarter, 2004.

Ethical leadership. **New Orleans, LA:** *Fire-Rescue International Conference*, August, 2004.

Policy implementation. **New Orleans, LA:** *Fire-Rescue International Conference*, August, 2004.

Leadership. **Harrisburg, PA:** *International Association of Fire Chiefs*, May, 2004.

Leadership. **Pittsburgh, PA:** *International Association of Fire Chiefs*, March, 2004.

Leading volunteer emergency services. **Wellsburg, WV:** *Upper Ohio Valley Regional Fire School*, March, 2004.

Dealing with difficult people. **Charleston, WV:** *Emergency Services Conference*, February, 2004.

Leadership case studies. **Charleston, WV:** *Emergency Services Conference*, February, 2004.

Ethical leadership. **Charleston, WV:** *Emergency Services Conference*, February, 2004.

Recruitment and retention. **Charleston, WV:** *Emergency Services Conference*, February, 2004.

## **2003**

Ethical Leadership. **Canaan Valley, WV:** *State Instructor's Conference*, December, 2003.

Understanding motivation. **Canaan Valley, WV:** *State Instructor's Conference*, December, 2003.

Leadership. **La Grande, OR:** *International Association of Fire Chiefs*, September, 2003.

Leadership. **Gig Harbor, WA:** *International Association of Fire Chiefs*, September, 2003.

Leadership. **Springfield, MA:** *New England Fire Chiefs' Association Annual Conference*, June, 2003.

Ethical leadership. **Ocean City, MD:** *University of Maryland Fire-Rescue Institute, National Fire Service Staff & Command Program*, March, 2003.

Leadership. **Chesterton, IN:** *International Association of Fire Chiefs*, March, 2003.

Emergency services leadership. **Wellsburg, WV:** *Upper Ohio Valley Fire School*, March, 2003.

Keynote address: Compassion and generosity. **Charleston, WV:** *West Virginia Emergency Services Conference*, February, 2003.

Leadership. **Charleston, WV:** *West Virginia Emergency Services Conference*, Charleston, WV, February, 2003.

Understanding motivation. **Charleston, WV:** *West Virginia Emergency Services Conference*, February, 2003.

Teambuilding and problem solving. **Charleston, WV:** *West Virginia Emergency Services Conference*, February, 2003.

## **2002**

Leadership. **Orlando, FL:** *Volunteer and Combination Officer's Symposium in the Sun*, November, 2002.

Leadership. **Nashville, TN:** *International Association of Fire Chiefs*, October, 2002.

Current issues in the volunteer fire service. **Rochester, MN:** *League of Minnesota Cities Annual Conference*, October, 2002.

Recruitment and retention. **Kansas City, MO:** *Fire-Rescue International Conference*, August, 2002.

Ethical leadership. **Dallas, TX:** *University of Maryland Fire-Rescue Institute National Fire Service Staff & Command Program*, May, 2002.

Incident command. **Wellsburg, WV:** *Upper Ohio Valley Fire School*, March, 2002.

Leadership. **Chesterton, IN:** *International Association of Fire Chiefs at the Duneland School of Emergency Response*, March, 2002.

Volunteer leadership. **Charleston, WV:** *State Emergency Services Conference*, February, 2002.

Recruitment and retention. **Charleston, WV:** *State Emergency Services Conference*, February, 2002.

Dealing with difficult people. **Charleston, WV:** *State Emergency Services Conference*, Charleston, WV, February, 2002.

Leadership. **Winsor, Ontario:** *International Association of Fire Chiefs*, February, 2002.

## **2001**

Leadership. **Canaan Valley, WV:** *State Instructor's Conference*, December, 2001.

Leadership. **Reynoldsburg, OH:** *International Association of Fire Chief*, October, 2001.

Incident command. **Wellsburg, WV:** *Upper Ohio Valley Fire School*, March, 2001.

Teambuilding. **Charleston, WV:** *State Emergency Services Conference*, February, 2001.

Problem solving. **Charleston, WV:** *State Emergency Services Conference*, February, 2001.

Dealing with difficult people. **Charleston, WV:** *State Emergency Services Conference*, February, 2001.

21<sup>st</sup> century leadership. **Greentown, IN:** *International Association of Fire Chiefs*, February, 2001.

Managing fire department personnel. **Minneapolis, MN:** Online course presentation. *Hennepin Technical College*, Winter, 2001.

## **2000**

21<sup>st</sup> century leadership. **Windsor Locks, CT:** *International Association of Fire Chiefs*, November, 2000.

Incident management. **Wellsburg, WV:** *Upper Ohio Valley Fire School*, March, 2000.

## **1999**

Leadership. **Canaan Valley, WV:** *State Instructor's Conference*, December, 1999.

Incident management. **Wellsburg, WV:** *Upper Ohio Valley Fire School*, March, 1999.

Marketing. **Columbus, OH:** *Ohio Township Association Annual Conference*, February, 1999.



## **MEMBERSHIPS & AFFILIATIONS**

(listed alphabetically)

National Speakers Association – Minnesota Chapter

- Board Member, 2016 - present

Capitol City (MN) Regional Mutual Aid Association

- Member, 1999–2009

Center for Public Safety Excellence - Commission on Chief Fire Officer Designation

- Peer assessor, 2001–present

International Association of Fire Chiefs

- Active Member, 1990–2009. Life member 2009-present.
- Volunteer & Combination Chief Officer Section, 1999–present
- VCOS Leadership Development Program presenter, 2000–present
- Fire-Rescue International Program Planning Committee, 2004–2010

International Society of Fire Service Instructors

- Member, 1981–1999, 2004–present
- Chancellor, Instructor Credentialing Program: 2010-present

Minnesota State Fire Chiefs Association

- Member, 1999–present
- Education Committee, 2001–2016.

National Fire Academy Alumni Association

- Member, 1998–present

National Society of Executive Fire Officers

- Member, 2000–present

National Speakers Association – Minnesota Chapter

- Member 2014–present
- Board Member–2016-present

North Suburban (MN) Regional Mutual Aid Association

- Member, 2000–2009
- Mutual Aid Committee, 2001–2004

Ohio Fire Chiefs' Association

- Member, 1990–1999
- Education and Promotions Committee, 1993–1999

Ramsey County (Minnesota) Fire Chiefs Association

- Member, 1999–2009.
- County-wide Mutual Aid Committee (Chairman) 2000–2002

Summit County (Ohio) Fire Chiefs' Association

- Member, 1990–1999
- Board of Directors, 1993–1998
- Secretary, 1993–1996
- Labor-Management Committee, 1991–1999
- Summit County Children Services, Child Mortality Review Board, 1991–1997