

NATIONAL FIRE LEADERSHIP COUNCIL (NFLC) CONFERENCE CALL

Friday, February 19th, 2016

0900 Pacific/1000 Mountain/1100 Central/1200 Eastern

Number: 888-844-9904, Access Code: 5873422#

WELCOME & ROLL CALL

Attendance: Dan Dallas, Sarah Tomsy, Scott Russell, Cecilia Seesholtz, Tom Montoya, Lisa Northrop, Julian Affuso, Ralph Rau, Mark Van Every, Ed Hunter, Sherry Tune, Leslie Auriemmo, , Denise Blankenship, Katie Armstrong, Drag Sharp, Larry Sutton, Kim Christensen, Bobbie Scopa, Judy Palmer, Ryan Whiteaker, Bill VanBruggen, Sue Stewart, Beth Lund, Shawna Legarza, Kevin Martin, Clay Templin, Maris Gabliks, Dan Olsen, Becki Heath, Dana Reid (Facilitator), Deana Wall (Notes)

AGENDA TOPICS

What's Been Happening Since the Fall NFLC Meeting - Dan/Becki

- The conversations that began at the NFLC meeting in October regarding how we approach fire, has resulted in continued conversation and action at the national level.
- NFLC Reps attended the Senior Fire Leader meeting held in early January. They took progress from the NFLC work groups and the Risk Summit to move the conversations along involving Regional Foresters.
- There is a national commitment to develop a concept to move forward and recognition of the need to engage all employees, partners, other externals; senior leaders need to be informed by all levels of the organization. Intent includes:
 - Engaging all employees in the need for change.
 - Determining what can happen between now and the Western fire season to effect change.
- Based on informed science, the intent is to reduce fatalities and implement Enterprise Risk Management; Risk Management across all disciplines in the agency.
- The first step is to change the Chief's letter (completed by NFLC Task Group).
- A short term action agreed upon at that meeting is to hold exploratory dialogues, "beta engagements". These engagements will happen in every region and they will identify how to implement the broader engagements to include cooperators, elected officials and partners. There are 45 sessions to be held next week.
 - The beta engagements will enhance dialogue, further develop facilitator's guides, use feedback for sense making of engagement process and best prepare us for future cascading dialogues.
- Results from these dialogues will be adjusted by a sense making team and presented March 14th to groups similar to those in February.
- In April (and possibly May) engagements will occur at all forest levels and with all partners. The sessions will include sharing the Chief's Letter and 2016 expectations.

Q&As - Dan/Becki

- Is the intent that this is an all employee engagement?
 - Eventually, but not the same as the "safety engagement"; these sessions are designed around reducing the probability of fatalities/serious incidents in the 2016 fire season.
 - It's a more strategic look at the issue.
 - They will include partners/cooperators/elected officials.
- What happens after the sessions the week of March 14th?
 - We will solidify the design for broader engagement that will take place in April and May.

- There is no intent for secrecy; we are designing the plan as we fly it, recognizing that it's happening quickly.
- By April, expect that there will be good guidance for including all employees.
- How is all of this related to the March 23rd invitation, 1300-1700 EST?
 - That is a NLC field leadership forum on this topic.

NFLC Task Group Updates

- Caring for Our People - Shawna
 - We had a good conference call this last Tuesday where we received good Leader's Intent from business operations which provided frame work for the work group; need to maintain employee relations, civil rights, labor rights and business operations with the ongoing efforts.
 - A small working group is assigned to a "Simple Mind" software application to map out all efforts including connections to civil and labor rights. It resides on the Sharepoint site.
 - Question - In the "Leader's Intent" is there conversation about what "caring for our people" means to employee?
 - The intent clearly states how "caring for our people" relates back to the employee.
 - We are first trying to determine what's already out there on the subject and then we will go from there.
- Risk - Larry
 - The Task group provided an Enterprise risk management paper to Becki.
 - The group has identified a need for some kind of government structure that is clear; in order to implement risk management for FS there has to be clear structure about who makes decisions.
 - With risk being on everyone's task list, we are challenged with "who has the rock and/or which rock does everyone have?" and how do we move forward?
 - A big part of Bobbie's work on her detail will be getting a handle on all the groups that are working on different pieces of the topic, under whose direction and under what timelines.
 - There is a need to bring partners and communities into the conversations about risk, the question is when?
- Leader's Intent - Sue
 - The short-term element was to draft the Chief's Letter of Intent, which has been completed.
 - Our intent was to focus the Chief's Letter; we kept the good parts; one of which is the consistent message over the course of many years on the definition of success.
 - We worked with a lot of people to draft the letter; we took comments from the Risk Summit Session 2 and Senior Fire Leader's group.
 - The letter includes a definite call to action unseen before; it requests all Agency Administrators in the organization to engage with fire communities, responders and partners prior to fire season.
 - It focused attention on initial and extended response as well as action taken in WUI. When asked to respond in WUI, be extra aware recognizing this is where we've suffered injury in past.
 - It requests that we initiate a shift in how we talk fire business; get away from war-time engagement language and adopt language describing a thoughtful approach to our business, i.e. initial response vs. initial attack.
 - The letter is an opening to actual implementation that will take years.

- We submitted the draft letter to the Chief on Jan 21st, uncertain if any or all will be accepted. Currently waiting on outcomes of next week's beta engagement dialogues.

Spring Meeting - Dan/Becki

- No date has been set for the Spring NFLC meeting; FAM will send out a doodle poll to schedule the meeting.
- It's important to get back together, bring the energy from October and build on it.

CLOSE OUT

Closing Comments - Dan

- Dan - I can still feel the energy from October with a great deal of alignment, all the way up to most senior leadership, between line and fire in a way we haven't seen before. I hope we are making a difference. Everyone on this call should be tied into next week's beta sessions. Please play a leadership role in moving those efforts forward in a learning environment.

Closing Comments - Becki

- Becki - The momentum is huge. I'm proud of the role this group has played; stay engaged. I also invite each of you with thoughts, concerns and questions to reach out (email, phone) and let us know what you are thinking. I look forward to seeing you in person soon.

Follow-Up Items

- Dan - Follow up with the group with a doodle poll for the spring meeting.

Next NLOT Conference Call

- Friday, March 18th, 0900 Pacific/1000 Mountain/1100 Central/1200 Eastern.