FIRE CHIEFS
Leadership Seminar

December 11 – 12, 2019
Hyatt Regency Orange County

Registration and Housing Deadline:
Tuesday, November 19, 2019 | www.cacities.org/events

Register Early!
Space is limited.
Registration Open
8:00 a.m. – 6:00 p.m.

**OPENING KEYNOTE**
9:00 – 10:15 a.m.

**The “Set-Up” of Successful Leadership: Being at the Right Place at the Right Time is No Coincidence**

Many people look at those who have been successful in leadership roles and ponder questions like ‘why can’t that be me’, ‘everything seems to work out for them’, or ‘I want to be the best at leading my team, so now what can I do?’ The truth is, there is nothing coincidental about an effective leader’s drive to the top. Most have put in the painstaking time, energy, and effort to place themselves in the right place at the right time to be successful. However, those leaders didn’t know when that ‘right time’ or ‘right place’ was going to come along, so how were they ready to turn a challenge into an opportunity? In this informative and entertaining keynote presentation, BRIAN CRAWFORD will provide participants with all the tools they need to facedown future tests and trials with the simple understanding that ‘wherever you find yourself, there you are’ … so make the most of it.

BRIAN CRAWFORD is a seasoned speaker, former chief administrative officer for the city of Shreveport, LA, and a former fire chief in Shreveport and Plano, TX. Currently, Mr. Crawford is a senior vice president and chief administrative officer for the Willis-Knighton Health System, where he previously served as a flight paramedic aboard Life Air Rescue for more than a decade.

Visit Sponsors/Break
10:15 – 10:45 a.m.

**Key Ingredients for Success: Effectively Communicating With Your City Manager**
10:45 a.m. – 12:00 p.m.

When issues get tense in your city, having a solid relationship with your city manager can make a significant difference. You may not always see eye-to-eye, but understanding the key elements of building that relationship, and maintaining when undertaking a difficult issue, will help smooth the process and hopefully lead to win-win solutions.

Networking Lunch
12:00 – 12:45 p.m.

Visit Sponsors/Break
12:45 – 1:00 p.m.

For speaker information, go to [www.cacities.org/FireChiefsEd](http://www.cacities.org/FireChiefsEd)

*Sessions/Speakers are subject to change*
**WEDNESDAY, DECEMBER 11**

**The Workforce of the Future Has Arrived: How Ready Are You?**
1:00 – 2:15 p.m.

What should leaders of local government do when they want to build a 21st-century workforce? Discard the old models in favor of proven approaches to create the Workforce of Tomorrow! It’s important for officials to realize that it is not the sole responsibility of the Human Resources Department to attract great talent, but instead the entire organization. Learn the eight-step approach to becoming a talent-centric organization and translate the headwinds of change into a tailwind. Listen to an expert discuss creating and implementing effective talent management and succession planning programs for local governments, which will include progressive and practical strategies and tools to attract, retain, and optimize talent. Leave the session with a plan for next steps to move your agency forward!

**Break**
2:15 – 2:30 p.m.

**Legislative and Legal Update for Fire Personnel**
2:30 – 3:40 p.m.

Receive an update on recent and future legislative issues from the League’s Legislative Representative. Following that, a presentation on the most critical court decisions and laws impacting public safety employers in the past year, an analysis of the newest statutes and court opinions and how these new developments impact your public safety agency. This will be a joint reception with attendees of the City Clerks New Law & Elections Seminar and Municipal Finance Institute.

**Visit Sponsors/Break**
3:40 – 4:00 p.m.

**Improving Fire Department’s Behavioral Support Programs**
4:00 – 5:15 p.m.

Firefighters undergo chronic exposure to traumatic events, erratic sleep patterns, increasing workloads, and experience long separations from family. These are just a few of the situations that can adversely affect a firefighter’s behavioral health. Attend and learn about the available tools in the toolbox to help mitigate behavioral health injuries, including developing and utilizing a peer support program.

**Joint Networking Reception**
5:30 – 6:30 p.m.

After a full day of education, enjoy some light hors d’oeuvres and refreshments while networking with your colleagues. This will be a joint reception with attendees of the City Clerks New Law & Elections Seminar and Municipal Finance Institute.

**THURSDAY, DECEMBER 12**

**Registration Open**
8:00 a.m. – 12:00 p.m.

**Breakfast Buffet Open**
8:00 – 9:00 a.m.

**How to Build High Performing Employees Using Performance Management**
8:30 – 10:15 a.m.

There are many questions that come to mind for chiefs when it comes to performance management and their teams. How do you take an employee from below standard to above standard performance? What’s the best motivator? How do you get someone to agree there is a problem? How do you retain your high performers? Without great leadership, most employees end up achieving only a moderate level of performance on key tasks instead of pushing through to the highest level possible. Over time, with appropriate leadership skills being used along the way, employees can reach the levels of competence and commitment that enable them to master tasks and achieve goals. In this session, you will learn what this means and what the common problems are in producing great performance management, plus understanding the essential ingredients and criteria that creates objectivity to performance management. Finally, discover the one key factor to producing effective performance management for the entire department.

**Break**
10:15 – 10:45 a.m.

For speaker information, go to [www.cacities.org/FireChiefsEd](http://www.cacities.org/FireChiefsEd)

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Registration & Housing Deadline: Tuesday November 19, 2019

STEP 1: REGISTER FOR THE CONFERENCE
Registration is not complete until full payment is received. The League is unable to accept purchase orders.

► For online registration, go to www.cacities.org/events and select “Fire Chiefs Leadership Seminar”.
► To request a mail-in registration form, contact mdunn@cacities.org.

Registration must be received by the registration and housing deadline. After this date, please register onsite if space is still available.

COSTS/FEES
Registration includes electronic access to all program materials, admission to sessions on Wednesday and Thursday, Wednesday’s lunch and evening networking reception, plus the breakfast on Thursday.

- Member-City Fire Personnel, City Staff, CalChiefs Members .............................................$350
- All Others ..........................................................................................................................$670
- Non-member City Fire Personnel, City Staff ....................................................................$1,350
- Guest Registration (Wed. Reception Only) .................................................................$50

The guest fee is restricted to persons who are not city or public officials, are not related to any League Partner or sponsor, and would have no professional reason to attend the conference. It includes admission to Wednesday’s networking reception only. There is no refund for the cancellation of a guest registration. It is not advisable to use city funds to register a guest.

CANCELLATIONS
Refunds of rate paid, minus $75 processing charge, will be made for cancellations submitted in writing to mdunn@cacities.org and received by the registration and housing deadline. There are no refunds for cancellations after this date. Substitutions can be made onsite.

If you require special accommodations related to facility access, transportation, communication and/or dietary requests, please contact our Conference Registrar at mdunn@cacities.org by the Registration & Housing Deadline.

STEP 2: RESERVE A HOTEL ROOM
Hotel Information & Reservations
A limited number of hotel rooms are available for conference attendees. All attendees must register for the conference prior to reserving a hotel room. Once registration is complete, you will be directed to the housing reservations page. Hotel reservation changes, date modifications, early check-out, or cancellations made prior to the registration and housing deadline must be done through the online reservation link you received when registering for the conference. Use your confirmation/acknowledgement number to access your reservation to make changes. Once the registration & housing deadline has passed, please contact the hotel directly with any changes or cancellations. Please note that any hotel cancellations after the housing deadline has passed may incur a financial penalty or a minimum one-night room charge or attrition fees.

Hyatt Regency Orange County
11999 Harbor Blvd, Garden Grove, CA 92840
Hotel Rate (per night): $169 – Single/Double Occupancy (plus tax and fees)
Daily Self-Parking: $18 per car (subject to change without notice)
Valet Parking: $36 overnight per day (subject to change without notice)

PLEASE NOTE: The information you provide to the League when registering for a League conference or meeting may be shared with the conference or meeting hotel(s). The hotel(s) will also share with the League the information you provide to the hotel(s) when you make your hotel reservation for the conference or meeting. The information shared between the League and the hotel(s) will be limited to your first name, last name and dates/length of stay in the hotel.
Join us for the 2019 Fire Chiefs Leadership Seminar

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