



# Leadership Philosophy

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*Fire Chief*

Leadership is allowing people to achieve more than they think they can achieve and to become more than they think they are. My role is to make that achievement happen and provide the guidance and mentoring to assist each employee in becoming their best at their job. Ultimately my role is to help people understand that the right thing is not always the easy thing, but in the end everyone benefits from personal and professional discipline.

On the other hand it is important to be fully invested in the commitment to make something new work even if it is hard. Once it is recognized that even with significant effort the idea will not work for us, no blame is assigned, the item is dropped and we move on.

I lead by example. As a leader, everyone in the organization expects you to be more than you are. I do not know



*“The right thing is not always the easy thing”*

Public service demands giving more than you get every day. In the fire service our people give up more than they get every shift. They give up sleep, they give up emotions, sometimes they give up their health. The essence of public service is just that...service.

A key leadership trait is the ability to do the right thing and to see that it gets done. This sense of personal accountability is one of the foundations to being an excellent leader. A well known management consultant says that managers do the thing right and leaders do the right thing. This philosophy is a guiding tenet in my personal leadership style. Doing the right thing and holding myself and others accountable are essential to the success and to the future of this organization. Sometimes, my leadership will require decisions that are difficult and unpopular, but it is my job to make sure the foundation of trust, respect and professionalism are established, to ensure staff are positively motivated, dedicated and engaged even when these conditions exist. We must be team players in all situations.

One of my keys to successful leadership is the ability to maintain flexibility to make changes in the way we do business if it makes sense to do so. I ensure that each member is not afraid to try new ideas and ways to improve our service.

how to define “more” but, I feel this means, as the leader of this department, I need to continue to be well educated in the fire service, experienced, an advocate of our department and set a solid example in my personal life. I expect staff to commit to the same. This expectation needs to be in the forefront of all of our actions.

I know how important effective communications and collaborative work are to the success of any organization. I make myself available by visiting fire stations every day, to be accessible to the department personnel. Listening to staff and understanding what their perspective is; making sure staff feel connected to our mission and operation is of utmost importance to me.

Largo Fire Rescue is a key player in public safety within the county, region and through mutual aid rendered in State and nationally. As Fire Chief, I will provide the encouragement and the vision to lead the organization through the good and the bad. Each time someone calls 911, a person is saying that they need help from someone that they do not know, to come make their situation better. Largo Fire Rescue is proud to be there when those calls are made and we are ready to respond whenever someone needs our help. It is this sense of commitment to the community and dedication to the nature of public service that make the City of Largo's firefighters among the best in the nation.