

Justice Institute of British Columbia
COURSE OUTLINE

Course Code:	FOCP133
Course Title:	Community and Organizational Leadership I
Prerequisite Courses:	FOCP123 Frontline Leadership in the Fire Service II
School:	School of Public Safety & Security
Division/Academy/Centre:	Fire & Safety Division
Previous Course Code & Title:	N/A
Course First Offered:	2011

# of Credits:	1.5
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Course Description:

In this course, learners examine the topic of leadership within several leadership contexts: personal, organizational and community. Learners will study Emery's *Fire Service Pyramid of Success* and will use this model to better relate and define his/her own personal leadership as it relates to them as individuals and as team leaders. Learners will also examine an organizational foundation for their role as leader which will include concepts of organizational structure and culture – two important elements that impact the formal leadership role. Additionally, learners will explore the concept of community leadership and service excellence and be able to situate this knowledge within their own community to gain a better understanding of the public role of the fire service.

Course Goal(s): The learner will gain enhanced knowledge and understanding of his or her own personal leadership and the impact this leadership may have on others. Subsequently, the learner will understand the impact of organizational structure and culture on their department's effectiveness and be able to look out and appreciate the importance of partnerships and relationships as key levers to their leadership role within their community.

Learning Outcomes:

Upon successful completion of this course, the learner will be able to:

1. Describe one's own self-leadership and the impact of this on crew and peers within the fire service;
2. Relate Emery's *Fire Service Pyramid of Success* to his/her own personal leadership;
3. Apply their advanced knowledge of DiSC[®] to manage/lead different behavioural styles in the workplace;
4. Situate the formal role of a leader within a complex organizational structure;
5. Conduct a high level evaluation of the internal organization to help define internal goals for growth and improvement;
6. Deconstruct the concepts of organizational and operational structures;
7. Describe the impact of organizational culture on their role as leader and the roles of others;
8. Discuss the impact of 'people' issues on organizational leadership;
9. Strategize ways to develop community partnerships to enhance fire services delivery; and
10. Define the role of Fire Service leadership within the community.

Course Topics/Content:

- Personal Leadership
 - Fire Service Pyramid of Success
 - Knowing Yourself & Others
 - DiSC in the Workplace
 - Surviving Leadership
- Organizational Leadership
 - The Organizational Foundation for Leadership
 - Organizational Structure & Culture
 - The Changing Faces of the Fire Service
 - Team Effectiveness
- Community Leadership
 - Understanding Your Community
 - Community Involvement & Leadership

Text and Resource Materials:

Required:

Compton, D. (2010). *Progressive Leadership Principles, Concepts and Tools*. Fire Protection Publications: Oklahoma State University.

Sargent, C. (2006). *From Buddy to Boss: Effective Fire Service Leadership*. Pennwell Publishing: Tulsa, OK, USA.

Course Level:

	First Year		Second Year		Third Year		Fourth Year
	Graduate	X	Other: This course is part of the Fire Officer III Certificate				

Equivalent Course(s) within the JIBC:

None

Class Delivery Methods:

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion				
Simulation/Lab				
Practicum/Fieldwork				
Online	21			
Correspondence				
Total Class Hours	21			

Comments on Delivery Methods:

This course is currently delivered in an online format only.

Course Grading System:

	Letter Grades	X	Percentage		Pass/Fail
	Complete/Incomplete		Attendance Only		

Passing Grade:	60%
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Evaluation Activities and Weighting:

Final Exam	%	Assignments	75%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	%	Other	%
Quizzes/Test	%	Simulations	%	Discussions	25%	TOTAL	100%

Comments on Evaluation Activities and Weighting:

This course is one of six required courses in the Fire Officer III Certificate Program and meets International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) criteria for accreditation.

Students are evaluated to NFPA1021 Standard for Fire Officer Professional Qualifications through a variety of written assignments and discussions related to personal reflection, and application to personal practice.

Students must receive 60% on each evaluation component to successfully complete the course. Students who are unsuccessful in their first attempt in an examination will be allowed one re-write. If successful in the re-write, the candidate will achieve certification, but will only be awarded the passing grade for the course. If the student is unsuccessful in their second attempt, he/she will not be permitted to re-take the examination until he/she has taken the course again.

Other Course Guidelines, Procedures and Comments:

[Fire & Safety Division Accreditation Policies and Operational Guidelines](#) and then click on documents.

View official versions of related JIBC academic regulations and student policies in the *JIBC Calendar* on the following pages of the JIBC website:

Academic Regulations:

<http://www.jibc.ca/programs-courses/jibc-calendar/academic-regulations>

Student Academic Integrity Policy
 Academic Progression Policy
 Admissions Policy
 Academic Appeals Policy
 Evaluation Policy
 Grading Policy

Student Policies:

<http://www.jibc.ca/programs-courses/jibc-calendar/student-policies>

Access Policy
 Harassment Policy – Students
 Student Records Policy
 Student Code of Conduct Policy

JIBC Core Competencies

The JIBC promotes the development of core and specialized competencies in its programs. Graduates of our programs will demonstrate high levels of competence in the following areas:

Critical thinking

Identify and examine issues and ideas; analyze and evaluate options in a variety of fields with differing assumptions, contents and methods.

Communication, oral and written

Demonstrate effective communication skills by selecting the appropriate style, language and form of communication suitable for different audiences and mediums.

Leadership

Inspire individuals and teams to reach their potential by embracing innovation through strategic thinking and shared responsibility.

Independent learning

Show initiative by acting independently in choosing effective, efficient and appropriate applied learning, research and problem solving strategies.

Problem solving

State problems clearly; effectively and efficiently evaluate alternative solutions; choose solutions that maximize positive and minimize negative outcomes.

Interpersonal relations

Know and manage oneself; recognize and acknowledge the needs and emotions of others including those with diverse backgrounds and capabilities.

Inter-professional teamwork

Understand and work productively within and between groups, respect others' perspectives and provide constructive feedback with special attention to inter-professional relationships.

Information literacy

Recognize and analyze the extent and nature of an information need; efficiently locate and retrieve information; evaluate it and its sources critically, and use information effectively and ethically.