

Vision:

Maximize performance through leadership and process improvements.

Principals:

1. Integrity
2. Value Creation
3. Customer Focus
4. Teamwork
5. Fulfillment

Company Scope: FireService SLT: Safety, Leadership and Training:

FireService SLT is an established organization with the necessary experiences and background to fulfill the demanding challenges that are faced by every emergency services organization. The intent of our organization is to ensure that everyone goes home while maximizing your current resources. We offer a unique background, which includes large career and volunteer government based public safety service combined with private industry business management experiences. Our staff also includes an armed forces veteran and current DoD Business Analyst. Our approach is to understand your current needs, research your concerns, develop best practices and execute a flawless management of change into your organization. Multiple options are available for effective integration including developing minimum standards, training and program requirements, succession planning, employee development opportunities, leadership skills development, workshops and hands-on training.

FireService SLT Capabilities:

- Live Fire Training
- Leadership Skills Development Seminars and Workshops
- Program Development
- Training Program Development and Management
- Succession Planning
- Problem Solving
- Employee Development
- Career Tract Development
- Standard Operating Procedures
- Needs Assessment
- Tactical Decision Games / Simulations



Georgia Fire Chiefs and Firefighters Joint Conference –
Keynote on Company Officer
Decision Making

Biography – CEO Brian J. Ward

Brian is the Chief of Emergency Operations and Training Manager for Georgia Pacific - Madison, GA. He is responsible for overseeing all confined space, rope, Haz Mat, fire and EMS operations. As well, he directs the development and delivery of OSHA training for approximately 450 personnel at GP. His responsibilities include career and leadership development and serving on the Safety, Staff Leadership Team and Operations Excellence Committees. As part of a private industry organization, Brian has been asked to step outside of the emergency services realm and to provide problem-solving solutions to current business practices. In response Brian developed and manages the Innovation Task Force, which is a “think tank” for innovative and creative ideas in order to create long-term value.

Previously, Brian served as the Gwinnett County Fire and Emergency Services Training Officer for the Career Development Division which oversaw the development of 850 personnel. He served on several committees including the Fire Academy Task Force, Grant Committee, Fire Fit Living, and Liaison to Special Projects Group. Programs such as Incident Safety Officer, Building Construction, Live Fire Instructor, Thermal Imaging Cameras, Instructor II and III are some of the programs he has developed and taught. He holds an Associate’s Degree in Fire Science and a Bachelors Degree in Fire Safety and Technology Engineering from the University of Cincinnati. He has completed the Emergency Management Institute: Professional Development Series, numerous fire instructor and officer level certifications, OSHA certifications and is Certified Georgia Smoke Diver #741.

Brian has received several honors including: ISFSI Organizational Service Award, Fire Department Management from NACO, Distinguished Service Award, Firefighter of the Year, Top 20 CTBS Instructor, and National Seal of Excellence for Leadership and Safety from the National Fallen Fighters Foundation and Everyone Goes Home. He is an author for Fire Engineering Magazine/Website and has instructed at FDIC and Firehouse events.

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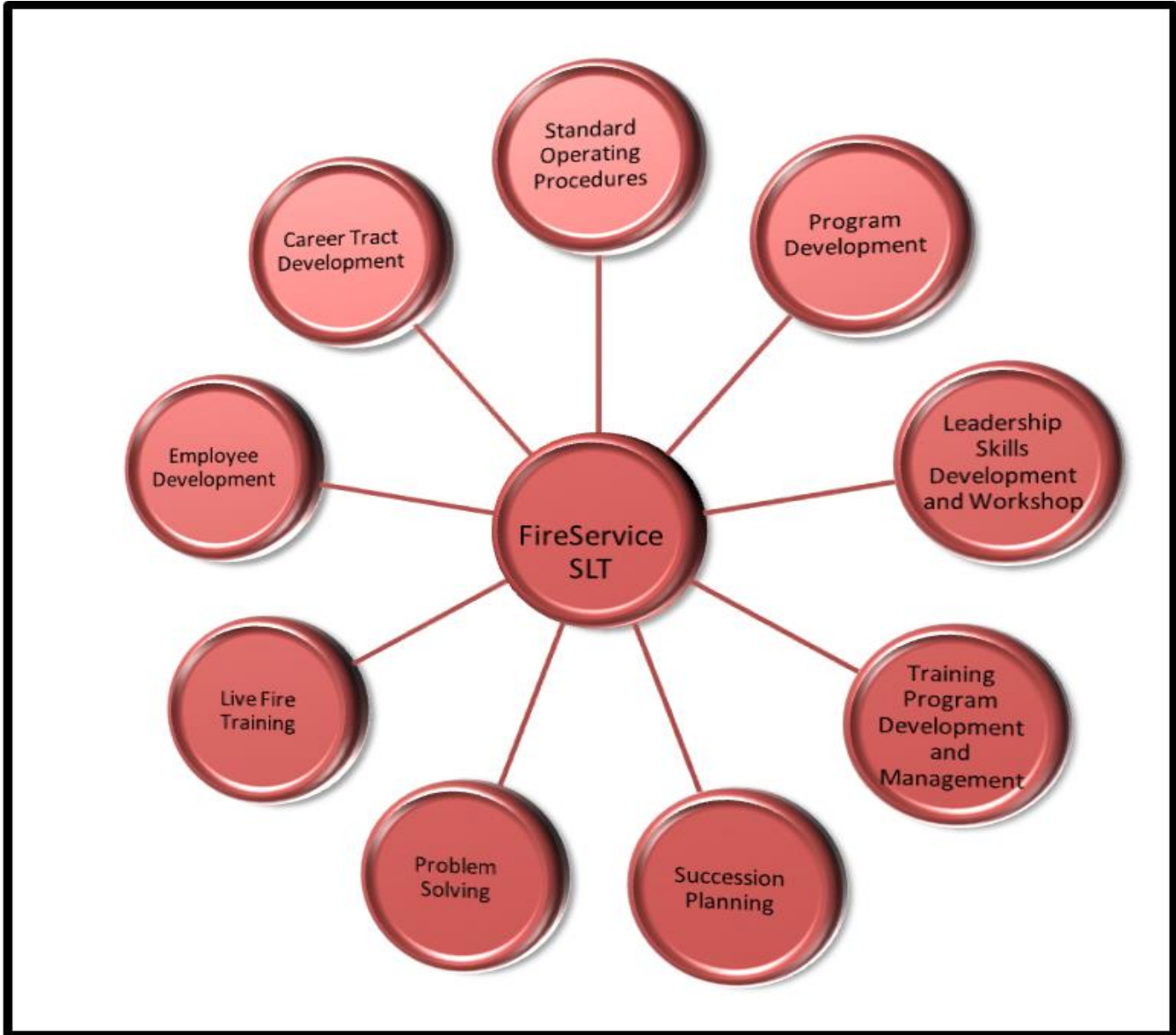
Left: FDIC -
ISFSI Board
of Directors.

Right:
Orland, IL –
Live Fire
Training





Tucson, AZ – Fire ground training.



Business Solutions

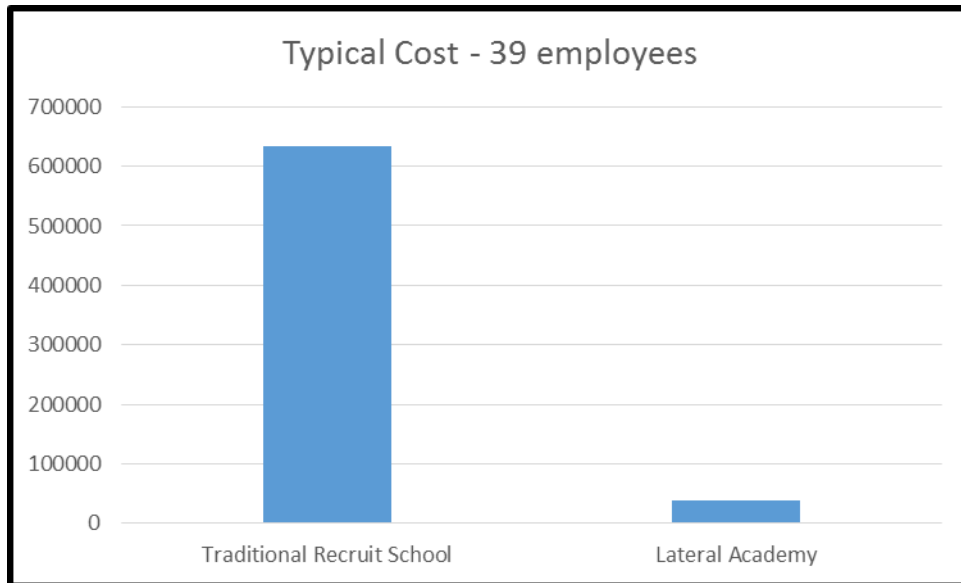
Problem A

Problem: High employee turnover in a large metropolitan fire department.

Approach: Reviewed the current hiring and onboarding process for department and implemented a Lateral Academy Program (Certified and Experienced Applicants Only).

Benefit: Over 4 year period the department hired 52 qualified employees and produced a savings of \$594,750 with a 75% employee retention rate of 3 years or greater with the department.

Employees Completed Process	Left within 1 year	Left within 2 years	Left within 3 years	Retention After 3 Years
49	5	3	2	39



Problem B

Problem: Excessive use of resources (Hydraulic Oil).

Approach: Conducted a needs assessment and implemented usage tracking.

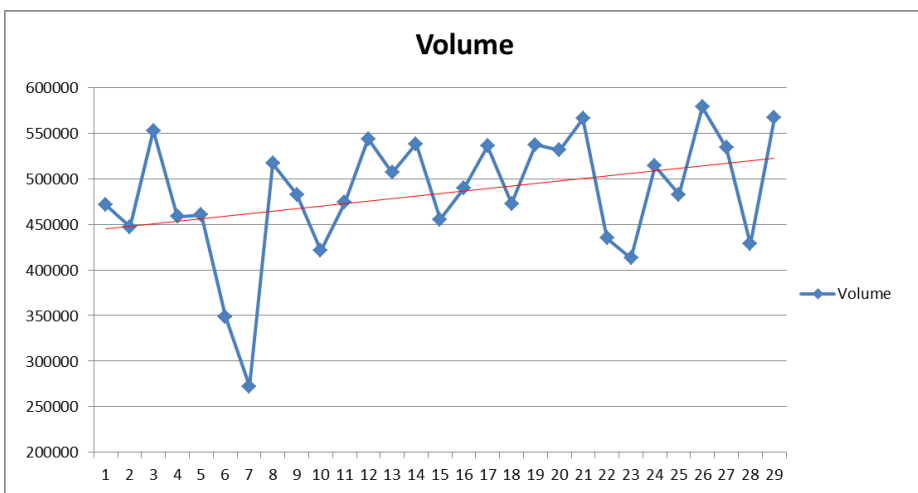
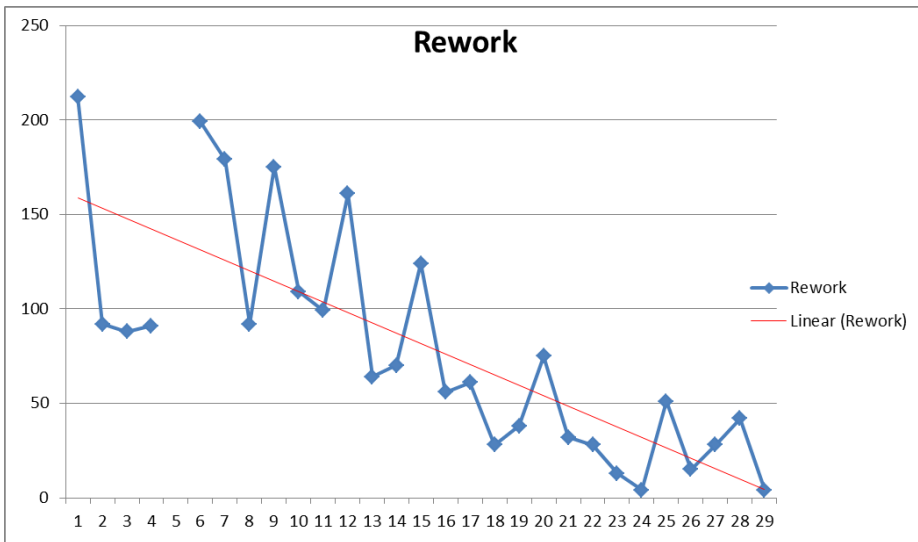
Benefit: \$120,000 savings in year one after instituting best practices and enhancing employee ownership.

Problem C

Problem: Reduction in product output and increased rework.

Approach: Conducted a process analysis and one-on-one employee discussions.

Benefit: Increased product volume, reduced rework, and increased product quality throughout process.



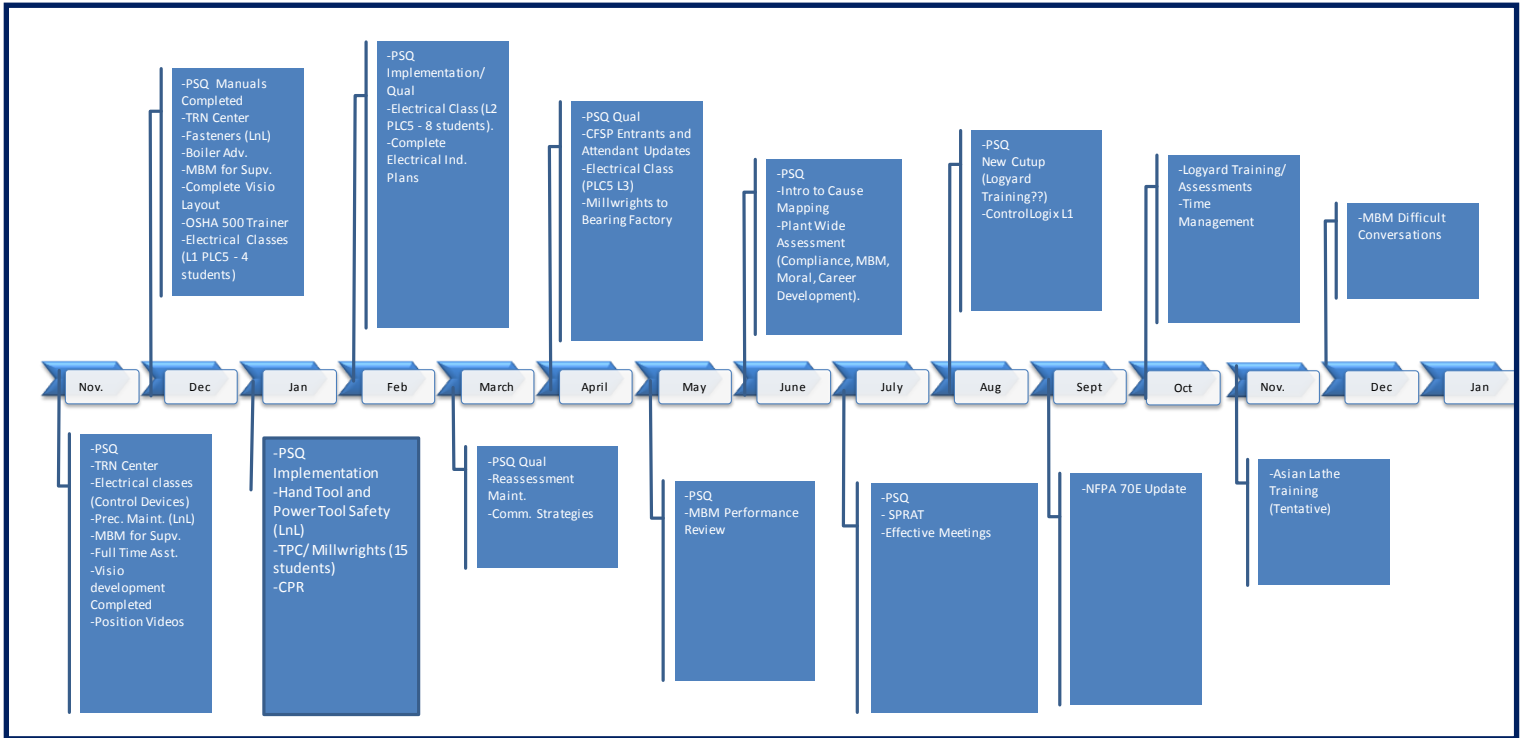
Top: Diagram shows product rework per day from execution of strategy.

Bottom: This diagram displays that at the same time rework decreased, the product volume increased over the same time span.

Red line is the trend line.

The Benefit Analysis is currently being conducted on this project. In order to realize the entire savings we will continuously monitor these metrics. We have found evidence of increased quality throughout the process after implementing the current strategy. However, the savings are expected to exceed \$150,000 per year.

Strategic Planning Process



Inexpensive Training Budget Solutions

2012	Compliance	MBM Training	Other	Craft	Prof. Develop	Monthly Totals
CPR/AED/First Aid/BBP	\$ 3,980.00					
Lathe (Elec, Mech, Op)				\$ 16,200.00		
OSHA Investigation Class					\$ 265.00	
3 Supervisors MBM Acad.		\$ 5,000.00				
Total	\$ 3,980.00	\$ 5,000.00		\$ 16,200.00	\$ 265.00	\$ 25,445.00
February						
A6:		\$ 450.00				
AS:		\$ 450.00				
Video (Ped. Safety)	\$ 425.00					
SOP/PSQ						
Total	\$ 425.00	\$ 900.00			\$ -	\$ 1,325.00
March						
Training Props/Fire Ext	\$ 11,390.00					
Total	\$ 11,390.00			\$ -	\$ -	\$ 11,390.00
April						
Spartek				\$ 12,225.91		
Hydraulic Oil Class (4)				\$ 4,400.00		
1 Supv. MBM Academy		\$ 1,500				
Total	\$ -	\$ 1,500.00		\$ 16,625.91	\$ -	\$ 18,125.91
May						
SOP/PSQ				\$ 7,960.00		
PM Hydraulics (Prosperity)				\$ 1,000.00		
CRI/Knowledge Share					\$ 1,250.00	
Total		\$ -		\$ 8,960.00	\$ 1,250.00	\$ 10,210.00
June						
Safety Leadership	\$ 1,000.00					
Total	\$ 1,000.00				\$ -	\$ -

Employee Development Curriculum

Logyard Classification Breakdown						
Requirements						
Development Requirements		Assessments		Completion Information		
Level	Code	Course	Knowledge	Skill Demonstration	SME Approval	Date
Logyard Tech	MP	General Mill Training				Schedule
	MP	Plywood 101				11-Mar
	MP	Environmental				11-Mar
	MP	Analytical Thinking, Decision Making, TBLs				13-Mar
	MP	ITC - Developing Logical Thinking				13-Mar
	MP	Computer and Software (MP2 and MOE)				13-Mar
	MP	Tools (Hand and Power)				13-Mar
	MP	ITC - Hand Tools and Measuring Instruments				13-Mar
	MP	ITC - Precision Measuring Instruments				13-Mar
	MP	Math				15-Mar
	MP	ITC - Decimals				15-Mar
	MP	ITC - Fractions				15-Mar
	MP	ITC - Whole Number Operations				15-Mar
	MP	Safety Qual				
	MP	SWP				
	MP	LOTO				
	MP	CFSP ATT/ENT				21-Mar
	MP	ITC - Electrical Personal Protective Equipment				21-Mar
	MP	Measurement and Measuring Tools				18-Mar
	MP	ITC - Measurements				18-Mar
	MP	ITC - Fundamentals of Measurement				18-Mar
	MP	Level				18-Mar
	MP	Flow				18-Mar
	MP	Temperature				18-Mar
	MP	Pressure				18-Mar
	MP	Fasteners				19-Mar
	MP	Print Reading - (Basic Blueprints)				19-Mar
	MP	ITC - Electrical Schematics				19-Mar
	MP	ITC - Electrical Diagrams				19-Mar
	MP	Air Compressors				20-Mar
	MP	ITC - Air Compressor Principles and Troubleshooting				20-Mar
	MP	Alignment				20-Mar
	MP	ITC - Principles of Reverse Double Dial Alignment				20-Mar
	MP	ITC - Reverse Double Alignment Procedure				20-Mar
	MP	Hydraulics and Pneumatics				25-Mar
	MP	ITC - Hydraulic System Operation				25-Mar

Client List

Sandy Springs (GA) Fire Rescue
Jones County (GA) Fire and Rescue
Clayton County (GA) Fire and Emergency Services
Banks County (GA) Fire and Emergency Services
North Georgia Technical College
Moody Air Force Base Fire Rescue
Gwinnett County (GA) Fire and Emergency Services
Lumpkin County (GA) Fire and Emergency Services
City of Gray (GA) Fire Department
City of Donalsonville (GA) Fire Department
Lumpkin/Dawson County (GA) Fire Rescue
Cherokee County (GA) Fire and Emergency Services
City of Conway (AR) Fire Department
City of Orland (IL) Fire Department

Northwest Fire District (Tucson, AZ)
Dudley (NC) (Private Industry)
Franklin County (GA) Fire Department
Green Bay (WI) (Private Industry)
Garland (TX) Fire Department
Warm Springs (GA) (Private Industry)
South Carolina Fire Academy
Metro Atlanta FOOLS Firefighter Survival Weekend
FireHouse Central
Fully Resolved: Preventing LODD's in Training
Gwinnett County Leadership and Safety Conference
Southwest Georgia Fire Chiefs Association FF Survival Seminar
Metro Atlanta Firefighters Conference
Georgia Fire Chiefs and Firefighters Association Joint Conference
Fire Department Instructors Conference FDIC

State and National Projects:

- National Institute of Standards and Technology – Strategy and Tactics Research on Residential Fires
- International Society of Fire Service Instructors – Live Fire Instructor and Acquired Structures Program Development
- Jones and Bartlett – Training Officers Desk Reference Managing Editor and Fire Service Instructor Principles and Practices Technical Reviewer
- FEMA: Assistance to Firefighters Grant – Grant Criteria Committee Member and Applicant Review Panelist
- Gwinnett County Leadership and Safety Conference – Executive Director
- Honeywell First Responders Council – Content and Technical Reviewer

Organizational Leadership:

- Metro Atlanta Training Officers Association – Vice Chairman and Chairman
- Georgia Everyone Goes Home Advocate
- Gwinnett County Leadership and Safety Conference – Executive Director
- International Society of Fire Service Instructors – Board of Directors
- Georgia State Firefighters Association – District Representative
- Madison / Morgan County Business and Industry Advisory Committee
- Georgia Pacific Department Manager
- Gwinnett County Fire and Emergency Services Training Officer
- City of Gray Volunteer Fire Department Training Officer