

May 8th - 2025 Fire Instructors Conference

THE TRAINING MINDSET; DEVELOPING A CULTURE OF READINESS

District Chief Chris Kidder
South Walton Fire District



culture





**WHAT IS YOUR CURRENT
TRAINING CULTURE WITHIN
YOUR ORGANIZATION?**

**DOES YOUR TRAINING
CULTURE TRULY SUPPORT
THE MISSION?**



“Prompt, Competent, Caring Response, in time of Need”



BUILDING THE FOUNDATION

- Prioritizing Training
- Creating Depth
- Expectations & Accountability





Non-Negotiables

Organizational Leaders **MUST** prioritize Training

Lead by example (Company Officers & Chiefs)

Physical Fitness & Tactical skills are both important

Prioritizing Training



Leadership Message

What you prioritize tells your people what matters

If Training is constantly pushed aside, the message is “it’s not important”

There’s never “Extra” time - you have to make time

Prioritizing Training



COMMIT TO TRAINING

- Daily Expectation
- Readiness is built through training, not just experience
- Must be realistic
- Leadership drives the CULTURE (GOOD or BAD)
- Career Investment

Prioritizing Training



No Excuses

- 1 Not Optional
- 2 Make Time
- 3 Be Intentional

Prioritizing Training

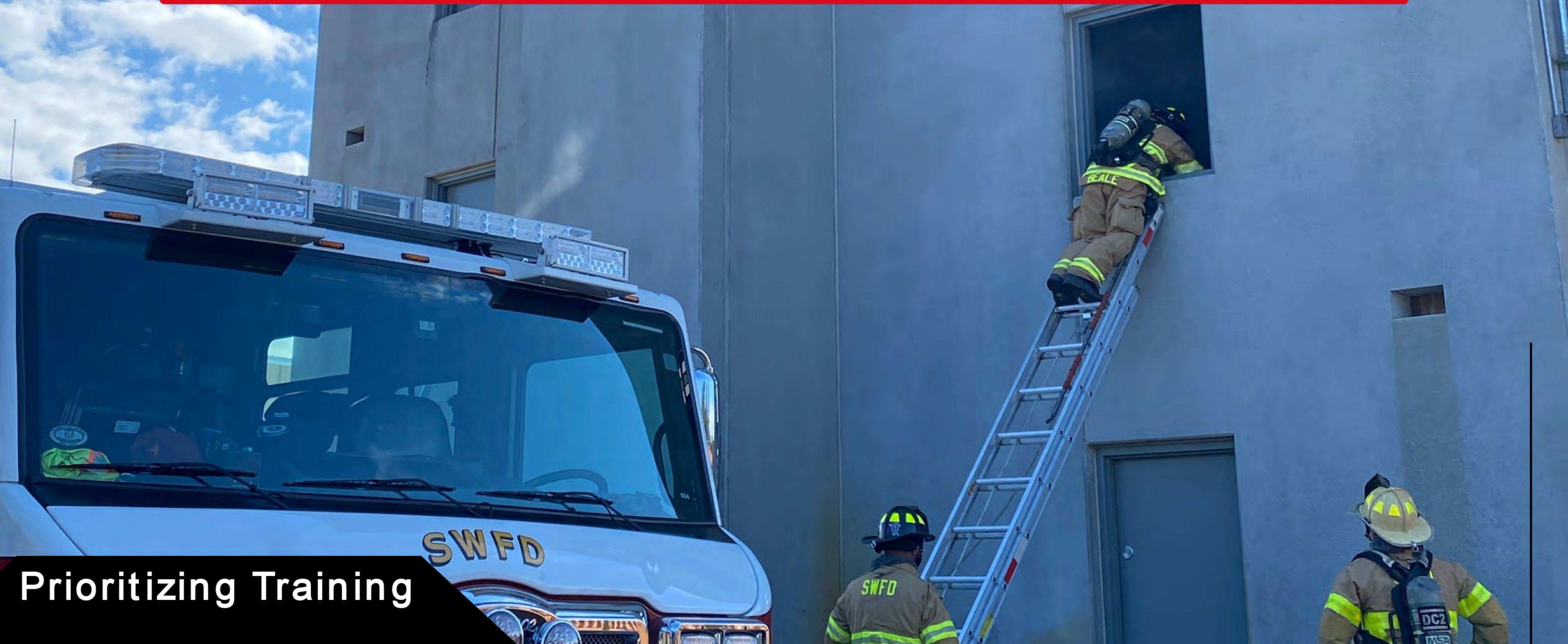
Training Mindset

- 1 Fuels Consistent Preparation
- 2 Built through sets and reps
- 3 Drives our Purpose
- 4 Builds Team Cohesion

Prioritizing Training



“Don’t Waste Time Trying to Get Started”
Chief Dennis Reilly



Prioritizing Training



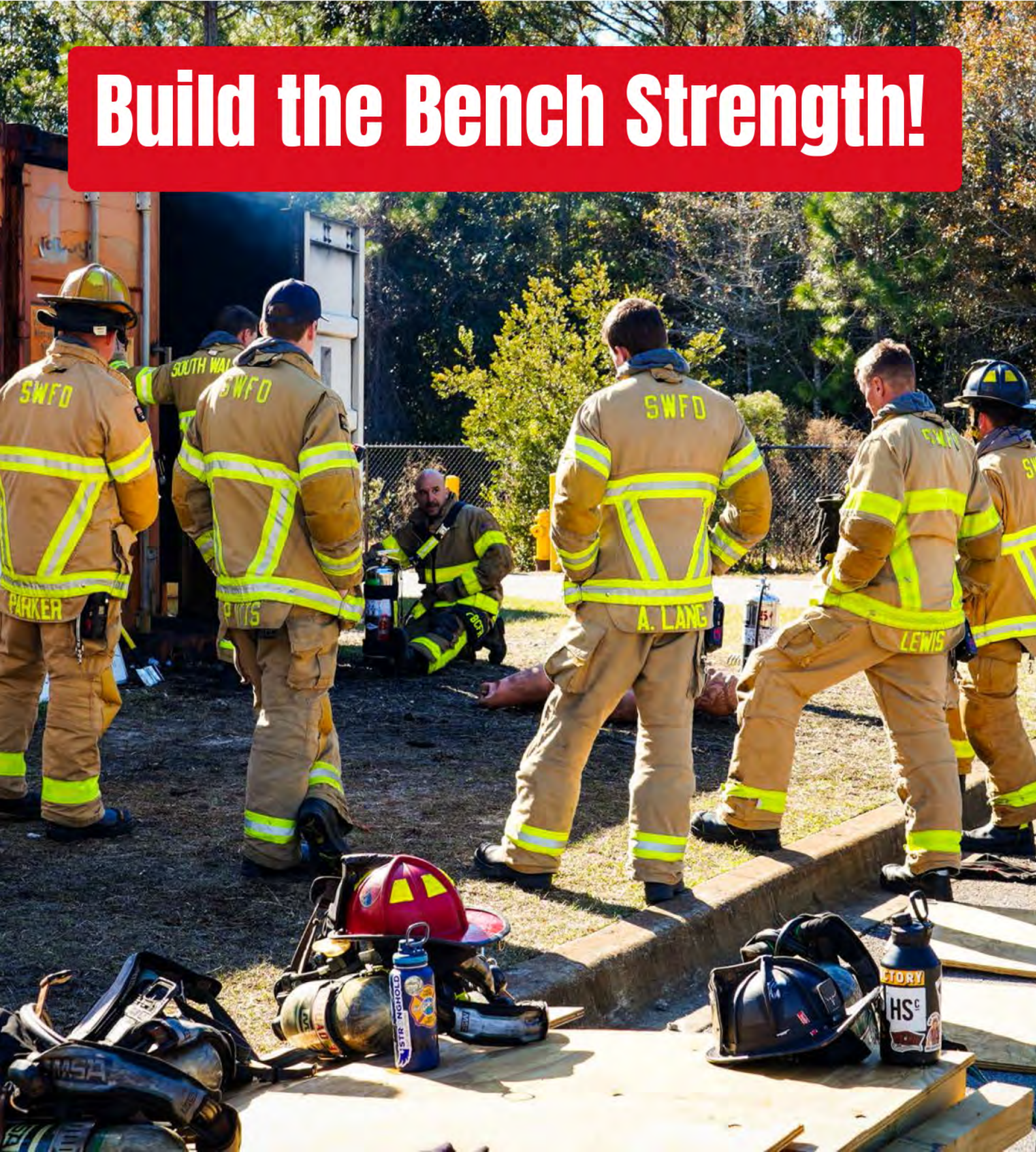
CREATING DEPTH

- Right People

- Right Mindset

- Right Leadership

Build the Bench Strength!



Empower all ranks
through ownership



Creates a sustainable
training culture



Keeps the mission
alive

Creating Depth



Who are the Playmakers?

Tap into your resources

Identify and TRUST the right players

Put the Players in the game

Creating Depth

CREATE THE “WHY”

- Mission Driven
- Institutional knowledge
- Your people are your most valuable assets
- Invest in them
- Challenge them
- Constant succession planning



Creating Depth



Mission Mentors

- 1 Bring different operational experiences and skill sets
- 2 Direct Influence on Culture, readiness, and accountability
- 3 Builds depth not dependency
- 4 Creates Institutional Continuity

Creating Depth



Everything starts with You!!

It's OK to have HIGH STANDARDS and HIGH EXPECTATIONS

“Lower your standards and you’ll lose your winners; Raise your standards and you’ll lose your losers”

Expectations & Accountability



Clarity Creates Culture

- 1 Set clear expectations
- 2 Consistency is key
- 3 Leaders must model the behavior

Expectations & Accountability



Define What “Ready” Looks Like

- 1 Don't assume people know what “good training” or “readiness” looks like
- 2 Communicate the “WHY”
- 3 Show Them!

Excellence is the Standard



The citizens EXPECT this every time

Accountability protects the Standard

Culture will follow what we allow

Expectations & Accountability



Expectations- Non Negotiables

- 1 Training happens
EVERY shift
- 2 Reps are for everyone-
not just ROOKIES
- 3 Expect to get better
every shift
- 4 Expect to participate

Expectations & Accountability



Accountability

“Enforcing the Culture”

1 Sloppy reps, lazy attitudes, or shortcuts are unacceptable

2 Leadership in action

3 Accountability = Ownership, We own our performance, good or bad

Expectations & Accountability

STEPS TO SUCCESS



1	Set the Tone from the Top	6	Invest in your people
2	Eliminate Excuses	7	Build the Culture, Not the Calendar
3	Establish Daily Training as a Non-Negotiable	8	Empower your people
4	Hold Everyone Accountable	9	Lead with Purpose
5	Build Ownership	10	4 T's Mentality

4 T's Mentality

A group of firefighters are gathered at night around a fire truck. The scene is illuminated by the truck's lights and the headlights of a car in the foreground. The firefighters are wearing dark uniforms and some have reflective gear. The fire truck has "H WALTON" and "TRUCK 2" visible on its side. The background shows trees and foliage.

Train

Trust

Turn Loose

Thank Them

Steps to Success



REMEMBER

**It's a Marathon not a
Sprint!**

Steps to Success



QUESTIONS?

CHRIS KIDDER
CONTACT INFO:

