



LOCK IN A FULL OR HALF DAY OF LEADERSHIP IN THE FIREHOUSE WITH TIGER SCHMITTENDORF

Click or Call: tiger.schmittendorf@gmail.com - 716.777.0205 to set your organization on FIRE!
Tiger Schmittendorf is Vice President of Strategic Recruitment & Retention Services for First Arriving, a full service marketing and technology team focused on creating solutions for public safety. He served the Erie County NY Department of Homeland Security & Emergency Services for more than 20 years before retiring in 2018 where he was responsible for the recruitment, training and mutual aid operations of the county's 97 fire departments and 6,000+ firefighters. He's an active firefighter and reformed chief officer who frequently presents on organizational leadership, recruitment, and retention. Connect with him at: tiger@firstarriving.com; FireRECRUITER.com or on his social media channels.

Do you remember when you first came into the fire service? How were you welcomed? Onboarded? Treated? Most importantly, how did it make you feel? Rushing to market for new recruits is not always the best approach to long-term sustainability and growth. In "Are You Ready for Your Next Recruit?" we'll take a retention-first attitude to evaluate the environment and discuss strategies to get our own house in order before we invite someone new into it.



ARE YOU READY FOR YOUR NEXT RECRUIT?

TIGER SCHMITTENDORF First Arriving

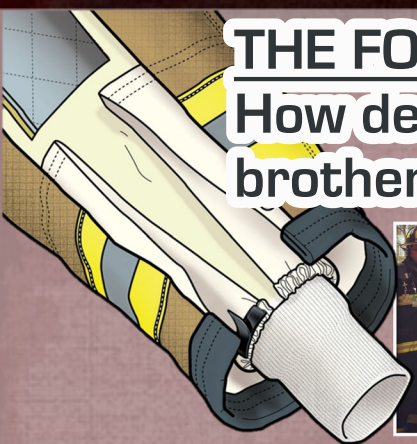


WHICH HELMET IS RIGHT FOR YOU?

Firefighters are just like 'normal' people—we each come with our own perspectives and personalities that influence how we communicate, respond to others, and react to stress. Have you ever asked yourself if the helmet you're wearing is the right fit for your personality?

We'll find out together in this fun and enlightening exercise.

Are leaders forged or forced? Born or bred? There is a virtually unlimited supply of keywords and opinions used to define what a leader should act like. Building off foundations of leadership from various sources in and outside the fire service, we'll help unravel the mystery that surrounds the unending quest for those who want to lead and/or be led. Together we'll benchmark where each of us are on our personal and organizational leadership journey and what it will take to get us to the next level.



THE FOUR LAYERS: How deep does your brotherhood burn?



We toss around the gender-generic term: "brotherhood" like we're handing out candy in a Fourth of July parade. It's something we proudly wear on our sleeve, but what does it really mean? Have you ever been on the receiving end of real brotherhood? When was the last time you extended brotherhood to a fellow firefighter in your own firehouse? We'll explore the four layers and discuss how deep your brotherhood truly burns.