Examining Yvorra Leadership Development Foundation’s - 29 Years of Insight on Leadership

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YLD DEMOGRAPHICS

29 Years of Continuous Operation

Awarded $140,500 in Scholarships

Average Award Value is $2,500

Award recipients from 23 different States

45% Firefighters
15% Lieutenants

92 Different Award Recipients

Award Recipients 76% Male and 24% Female

“Most partnerships are based on working toward goals, YLD’s is based on strengthening each other.”
Prior to Chief Yvorra’s line of duty death, he laid the groundwork for several long term projects designed to promote a greater emphasis on leadership development.

His articles, personal notes, observations about people, and discussions with colleagues have established the principles upon which YLD has evolved.

Who was Jim Yvorrra and what were his thoughts on leadership?
“Good leaders simply never act as important as they really are.”

8-STEP PROCESS CIRCA 1987
Have you ever thought about why you are different from other people?

Firefighters and Police Officers are different...

WHY?
Why are you different?

Sheep, Wolves, and Sheepdogs. Which one are you?
ARE YOU DIFFERENT?

1. Have you ever been on fire before?
2. Has anyone ever pulled a knife or gun on you?
3. Did you ever think an MRE could taste so good?
4. Have you ever thought your heart was going to explode?
5. Do you see a potential fire in the restaurant while your family sees the nice table setting?
Wisdom from Successful Leaders

• Each recipient of YLD funds provides the Foundation with an essay on leadership.

• That’s 29 years of leadership wisdom, and it got us thinking...what are the top attributes of fire service leaders from the perspective of other fire service leaders?
  – We analyzed 92 award recipients’ leadership essays and six central concepts emerged. Here is how they are in rank.
What do leaders think makes a good leader?

“If you are a good leader, people will follow you .. ... even if it is out of curiosity!”

Can this collection of wisdom from proven leaders – a quarter century’s worth – provide us with a formula for leadership success?
Respect

“Respect has to be earned. To earn respect you have to give it to others.”
Respect

To have a high opinion of someone

**Key Attributes**

• Dignity
• Good Name
• Honor
• Prestige
• Reputation
2 Integrity and Honesty
Integrity and Honesty

To have moral and ethical strength

Key Attributes
• Character
• Fiber
• Honesty
• Principle
Humility
Humility

Lack of vanity or self-importance

Key Attributes
- Humbleness
- Modesty
- Willingness to admit you are wrong in a graceful way
- Ability to take input from others
YLD Board Member Dr. James Zeigler and Mrs. Ruth Yvorra
Letters of Humility To Mrs. Yvorra from 92 YLD Award Recipients
Fairness

“Being just and unbiased.”

Key Attributes

• Impartiality
• Justness
• Objectivity
5 Putting the best interest of the group ahead of self interest
Service Before Self

Ability to make decisions that benefit and strengthen the entire team, not just a few

Key Attributes

- Mentor
- Motivate
- Listen
MENTORING POINTS

1. Be dependable .... Be on Time
2. Be fit for duty
3. Be prepared for the job
4. Seek out extra duties
5. Don’t be afraid to fail
6. Seek out coaching and mentoring
7. Have Passion

“If you have passion for what you love and believe in, success will come naturally.”
Positive role model
Positive Role Model & Mentor

An individual that others look up to

Key Attributes

• Consistent
• Passionate
• Confident
• Ethical
• Respected for knowledge and experience
Becoming a Good Leader

★ Respect
★ Integrity and Honesty
★ Humility
★ Fairness
★ Service Before Self
★ Positive Role Model
The journey to become a good leader has a price. But it can be very rewarding.

“Struggle and mistakes are prerequisites for achieving greatness.”
“Leaders aren’t born, they are made. And they are made just like anything else, through hard work. And that’s the price we’ll have to pay to achieve that goal, or any goal.”

-- Coach Vince Lombardi