

# Leaders on Leadership



Deputy Chief James G. Yvorra (Circa 1987)



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

Updated 2017

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# YLD DEMOGRAPHICS

29 Years of  
Continuous  
Operation

Award  
recipients  
from 23  
different  
States

Average  
Award  
Value is  
\$2,500

Awarded  
\$140,500 in  
Scholarships

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.”*





## James G. Yvorra

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.”*





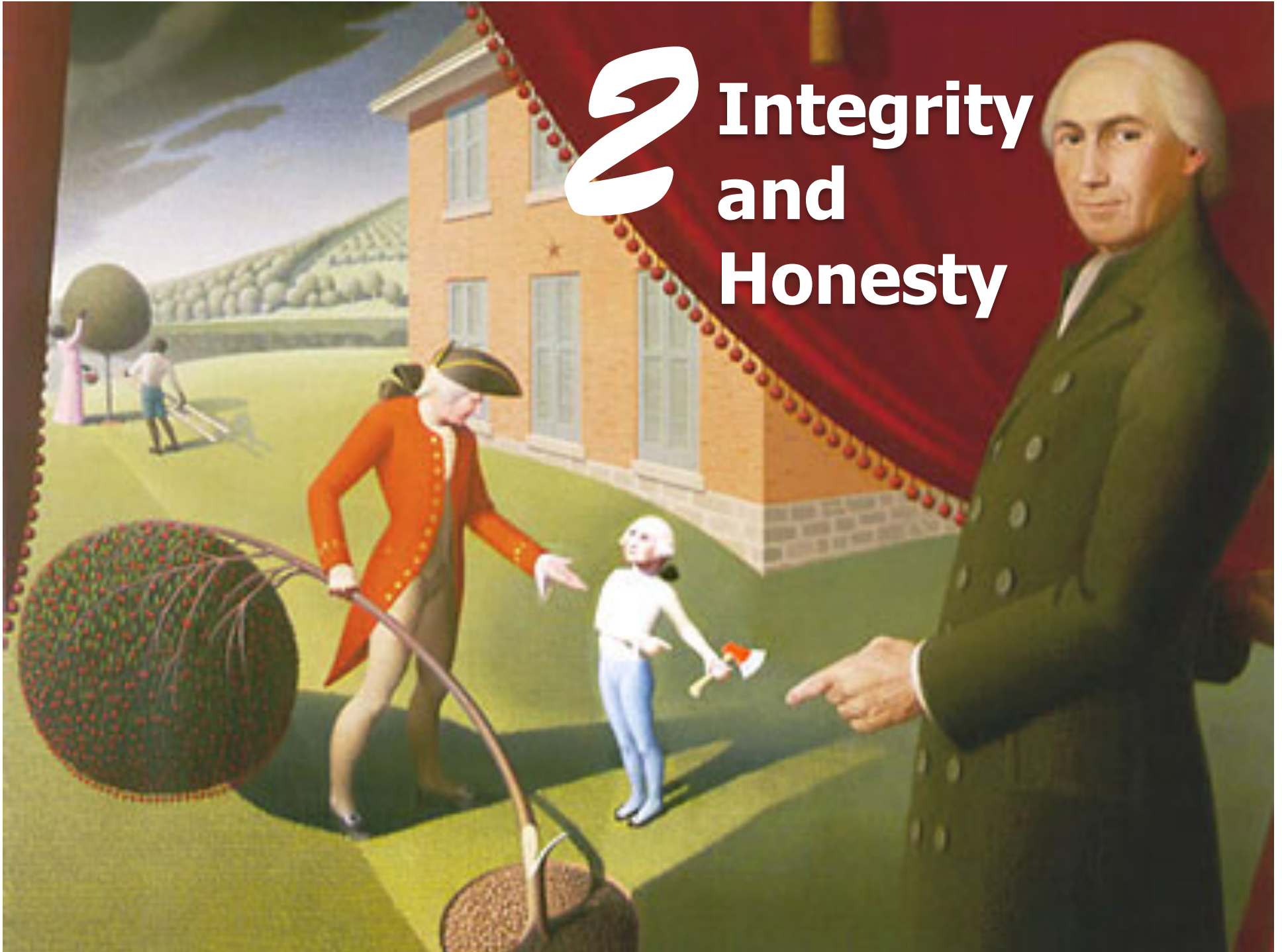
# Respect

*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





# 3 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





# 4 Fairness

# 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.”***



# 6

## 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**

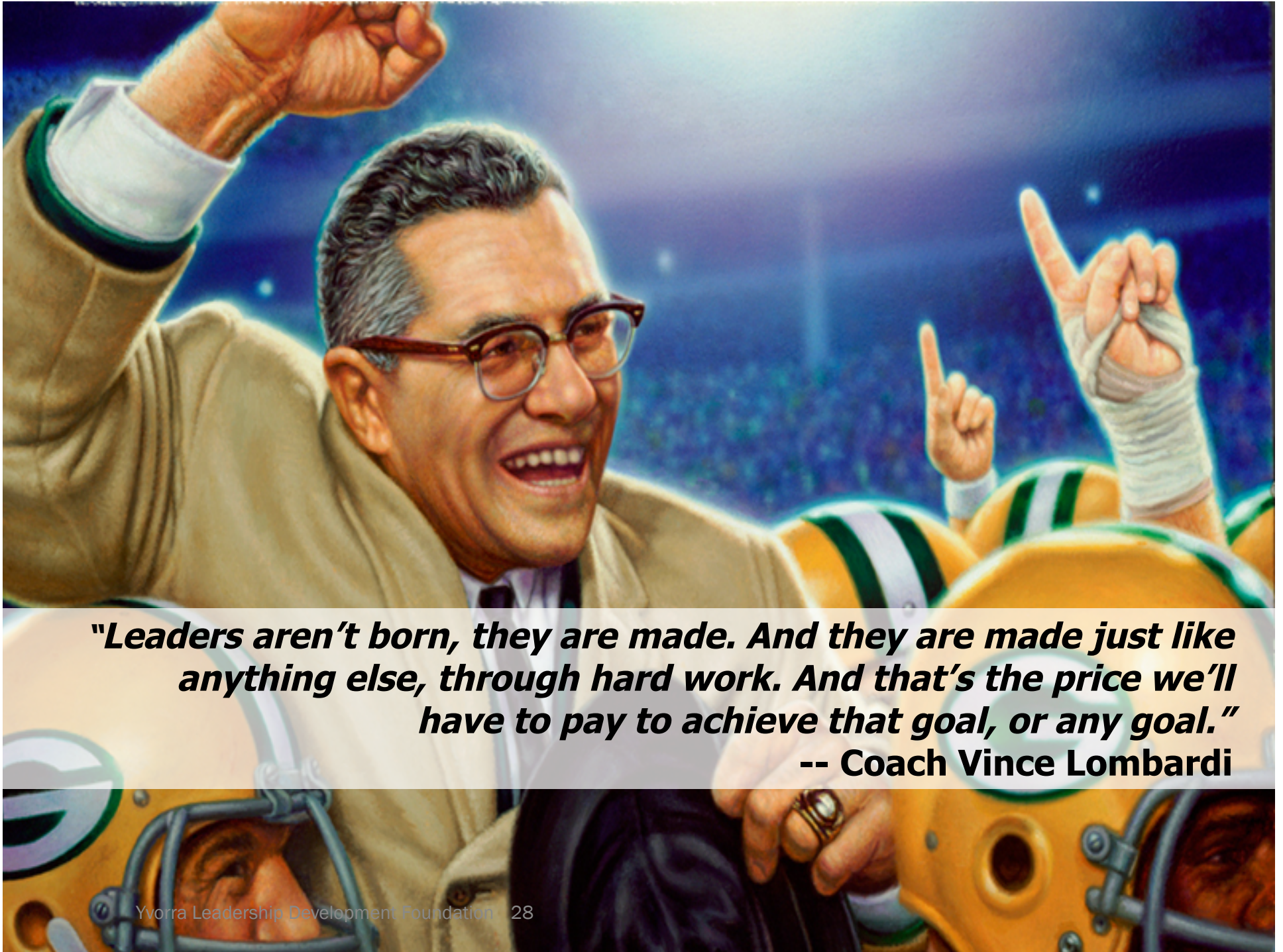
★ **Positive Role Model**





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**





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