

TEAM

RED

BUILDING A TEAM RED





When we regularly connect with colleagues, we learn from each other's challenges and solutions, contribute to our mind health, and gain by having safe sounding boards.

Who would you invite into your **Team Red**?

Write their names on the next page.

What have been your top three challenges in your role or within your fire department over the last two years?

What have been your top three successes (or solutions you used to solve a problem)?

WHAT CAN TEAM RED DO FOR YOU?

- **Open doors and expand your network:** Every individual in your **Team Red** holds the key to doors that may otherwise be closed to you. **Team Red** members can be your door to key fire contacts and others who can help you.
- **Provide support:** Your **Team Red** members will not only help you in hard times but will also be there to celebrate successes and the milestones of your career; this group of allies will put their arms around you in good times and bad.
- **Develop you:** You will learn a lot by modeling, observing, and watching competent, smart, versatile fire leaders apply principles and exercise skills in real life.
- **Coach and challenge:** It's not just a matter of sharing viewpoints; the very best **Team Red** members will actively challenge you and ask the hard questions about your strategies and plans; this will help you achieve clarity and recognize potential pitfalls.
- **Healthier you:** Through your trusted **Team Red** conversations, you can experience improved mind health, a feeling of work-life balance, and the confidence to know these trusted colleagues have your back.

HOW DO I BUILD MY TEAM RED?

Think of the colleagues you look forward to seeing at conferences or fire events/activities - those who have similar roles and interests, like-minded peers you may not encounter regularly, and/or those you respect and appreciate for how they show up in their roles and lives. Ask them, and make it happen. Your **Team Red** can comprise any number of people, although we've found eight is a good number.

1. _____

5. _____

2. _____

6. _____

3. _____

7. _____

4. _____

8. _____



Rick Arnel
*Fire Chief,
Essex, ON*



Tom DeSorcy
*Fire Chief,
Hope, BC*



Gilbert MacIntyre
*Deputy Fire Chief,
Cape Breton Regional
Municipality, NS*



John (JT) Thomas
*Fire Chief,
Elliot Lake, ON*



Laura King
*Regional Director,
NFPA
Oakville, ON*



Shelley Langille
*Founder and President,
SeeShell Consulting
Victoria, BC*



Vince MacKenzie
*Fire Chief,
Grand Falls-Windsor, NL*

TEAM RED PLEDGE

I pledge

- to meet regularly with my team and show up as my true self;
- to provide a safe and trusted space to share challenges, solutions, and advice;
- to support my Team Red members through their challenges;
- and to celebrate other members' successes as if they were my own.