

## **The Whole Chief Officer Model**

When first tier universities recruit for students they are looking for outstanding academic achievement along with a very well rounded young person. They consider extra-curricular activities both in and out of high school, participation in the broader community as well as demonstrated participation in a wide variety of post secondary educational arenas. Upon graduation these students find significant corporate and government employers doing the exact same thing on a much higher level. These employers not only want to know that the applicant can handle the academic/technical rigors of the highly competitive workplace, but will this graduate also fit well on the Board of a non-profit organization? They want to be assured that the prospective associate will comfortably and effectively represent the employer before the total community, be it the local zoning commission, elected officials, industry associations/organizations, and the United Way. These evaluations are intended to consider the “whole person”.

As the issues facing the emergency services become more complex depending on the most senior person for promotion or hiring as the new chief has become very undependable. Today’s emergency services leaders must be no less accomplished than aspiring college students or corporate/government leader applicants. Whether one is leading the community emergency medical service or the fire department response, these individuals need to be able to credential at the highest levels of the industry. This accomplishment comes only with a strong academic achievement, a very diverse participation in the emergency services at the local, state and national level, demonstrated involvement in the broader community at large, and the validation by peers both in and outside of the emergency services community. Whether the organization is promoting a new chief officer or hiring the Fire Chief or Director of EMS, the need to consider the “whole person” has never been greater. The appointing authorities are keenly aware of this and it is absolutely essential that those aspiring to these roles know and commit to this “Whole Chief Officer Model” as society endeavors to provide the very best to all we serve.

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