



CK Weekly

ISSUE: 02/10/2017

CENTRAL KITSAP FIRE & RESCUE

Photo above: National Fire Academy—Information Management Systems (1984)

Did you know that Monika attended the National Fire Academy?

*Thank you,
Monika!*

Monika Carberry's Retirement Celebration

Thursday, February 16, 2017

3:00 PM—5:00 PM

CKFR Administrative Building

5300 NW Newberry Hill Rd

Silverdale, WA 98383

This week, we celebrate the upcoming retirement of Monika Carberry, who has been an invaluable member with our District for over 34 years. CKFR wouldn't be where we it is now without her contributions.

If you'd like to participate in the presentations at the Retirement Celebration—please contact EA Miller (smiller@ckfr.org). We are actively seeking photos of Monika as well!

UPCOMING EVENTS



Mon. Feb 13	BOC Regular Meeting, Admin Building (4 PM)
Thu. Feb 16	Monika Carberry's Retirement Celebration, Admin Building (3 PM)
Mon. Feb 20	President's Day Holiday
Mon. Feb 27	BOC Study Session, Admin Building (4 PM)
Mon. Mar 13	BOC Regular Meeting, Admin Building (4 PM)
Fri. Mar 17	Benevolent Fund Fundraiser, Cloverleaf Sports Bar & Grill

CKFR Commissioner Vacancy

(Application Deadline: Feb. 28, 2017 @ 4:30 PM)

Central Kitsap Fire and Rescue (CKFR) is seeking a well-qualified and motivated candidate to be appointed by the Board of Commissioners (BOC) to a temporary position as Fire Commissioner, serving approximately April 1, 2017 through December 31, 2017.

For the full announcement and requirements for appointment, visit:

www.ckfr.org/boc-vacancy/

Standard Operating Procedures for Review

Good Morning All –

Lindsay Anderson (Dated: 2/8/17)

Below are links to SOP's for your review. SOP 6-14 has been updated to incorporate current terminology. SOP 6-19 is NEW! Please review as soon as possible. Stay warm!

- [Rapid Intervention Team Management SOP 6-14.docx](#)
- [Air Management SOP 6-19.docx](#)

MONIKA'S WEEKLY QUOTE

“The only constant is change.”

Station 45 gets some sprucing up!

Lt. Gillespie grew up just down the road on Trenton Avenue close to Station 45. His parents still live close by and his mom thought the front of Station 45 needed a little sprucing up, so she decided to purchase some plants and put them in.

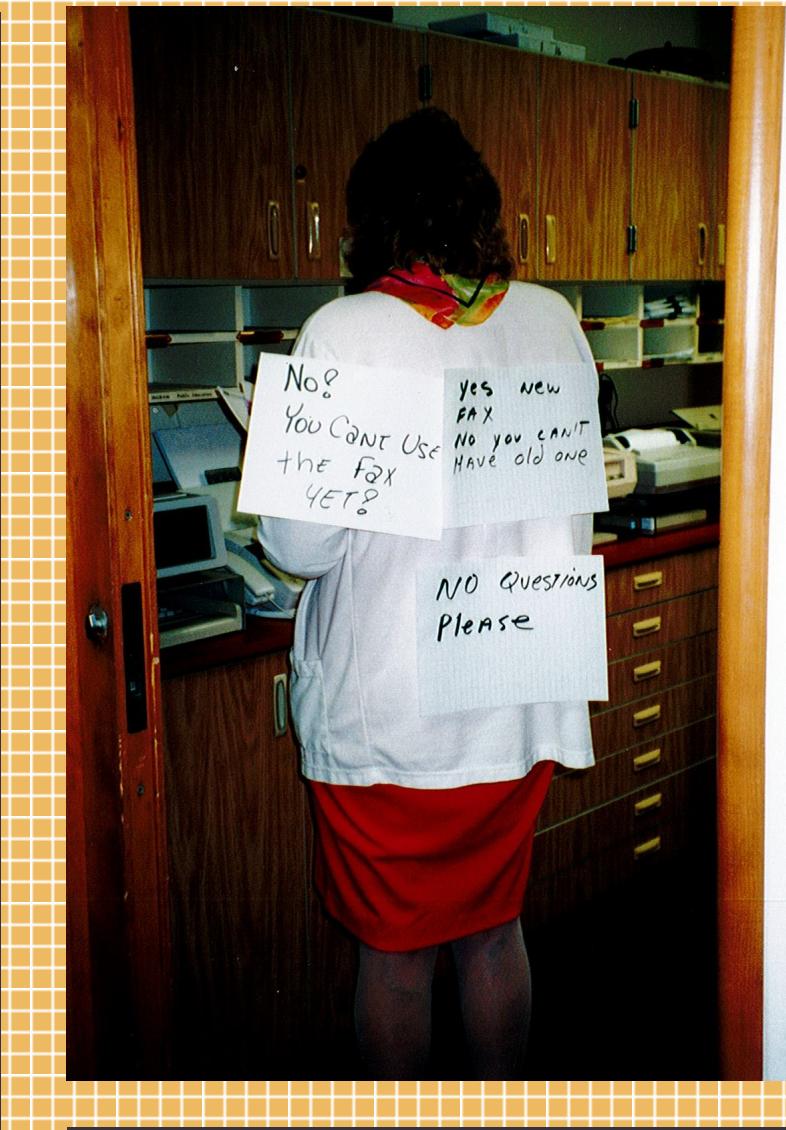
CKFR has the best community!



Top 20 Events in 1982

(the year that Monika was hired)

- ⇒ *Time Magazine* names the Man of the Year as the COMPUTER. It's all downhill from here.
- ⇒ The Commodore 64 8-bit home computer is launched.
- ⇒ First ever CD player is sold in Japan.
- ⇒ Emoticons are created! They were invented by a computer scientist at Carnegie Melon to add emotion to the computer interaction. :)
- ⇒ RIP John Belushi :(
- ⇒ Michael Jackson releases his album *Thriller*, to this day still one of the most popular albums ever.
- ⇒ Sea Biscuit wins a triple crown.
- ⇒ Robert Jarvik is the recipient of the first permanent artificial heart implant.
- ⇒ *Chariots of Fire* wins the Academy Award for Best Picture. “Bette Davis Eyes” wins a Grammy for Song of the Year.
- ⇒ The most popular television show was *60 Minutes*.
- ⇒ Unemployment in 1982 was 9.7%.
- ⇒ Prince William (son of Prince Charles and Princess Diana) was born.
- ⇒ *ET* came out!
- ⇒ *Cats* comes out on Broadway.



- ⇒ The most popular song of the year was Olivia Newton John's “Physical.”
- ⇒ A 7-year-old Drew Barrymore hosts *Saturday Night Live*.
- ⇒ The most popular toys that Christmas were Strawberry Shortcake, Smurfs, My Little Pony, BMX Bikes, Trivial Pursuit, and Sequence.
- ⇒ The house of Keith Richards from the Rolling Stones burns down.
- ⇒ The Oakland Raiders become the Los Angeles Raiders.

EST. 1982

7 Surprising Questions Great Leaders Ask

April 18, 2016

Kent Julian—Speaker, author and business coach

Great leaders ask great questions -- have you ever wondered why? Do great leaders intentionally develop the art of asking great questions because they know it's an essential leadership skill or do people who learn to ask great questions eventually become great leaders? Honestly, the best leaders don't get tangled up in this debate. They just know asking great questions is a powerful leadership tool.

When it comes to asking questions, great leaders focus their questions on four important objectives:

- Becoming the best person and leader they can be.
- Championing the purpose, mission, and vision of their organization.
- Helping team members become the best people and leaders they can be.
- Guiding their team members to carry out the purpose, mission, and vision of the organization with excellence.

The kinds of questions great leaders ask about these four objectives are not your typical conversation starters. They ask surprisingly deep questions that often make team members uncomfortable, at least as first. Here are seven surprising questions great leaders ask, and the more they ask them, the better both the leader and the team becomes.



1. What kind of leader am I?

Team members follow and respond well to a self-confident, self-assured leader. But a self-centered leader? Not so much. True leadership is about inspiring and equipping team members to accomplish the purpose, mission, and vision of the organization, which means the best leaders want to know if their team members see them as self-confident and self-assured, or just self-centered. They're willing to risk asking this surprising question in order to gain honest feedback from their team.

2. Do you know what I see in you?

While micromanaging leaders look to control and constrain their team, great leaders are talent scouts looking to activate potential in their team. They see what could be in individuals and make it a point to tell them. Every interaction with a team member is an opportunity to build that person up so she can unleash her talents and skills.

3. What do you think about _____?

Great leaders are confident, but they're also humble. They realize they don't have all the answers, which means they regularly surprise their team by asking: "What do you think?" Since the best leaders don't do addition like most people, they know in the real world $1+1=3$. The more input they get from team members, the better the ideas.

4. How could we do that differently?

Average leaders run away from challenges and problems. Great leaders do the opposite, they run at them. When mistakes are made, great leaders walk into the room looking for solutions instead of someone to blame. If specific failures need to be addressed, they do so privately and graciously, but directly.

5. How can I help you?

Great leaders don't see their position as a means of gaining power over others. They know their role is to serve the purpose, mission, and vision of the organization and equip team members within the organization. Therefore, they don't just tell team members what leadership needs from them, they surprise team members by asking them what they need from leadership. They ask questions like: How can I help you accomplish your goals and what do you need from me to be successful?

6. What are people concerned about, but no one says?

This question really surprises team members, yet it's one of the best questions a leader can ask. When great leaders ask it, they listen closely and respond carefully because they know the wrong response means they will never receive a truthful answer again. They also realize the responses they receive will be more valuable than any other, so they ready themselves to listen no matter how hard the information is to hear.

7. Where do you want to go?

Great leaders know the best way to keep talented people is to not hold onto them too tightly. Even more, since they want what is best for their team members, they're okay if a talented team member moves on to a better opportunity outside their organization. That's why great leaders are willing to ask questions like: What are your dreams and passions? Where do you see yourself in 3-5 years? What would be your ideal job?

IN THE SHOP



The new facilities van arrived and will be prepped for service.



The replacement transmission has arrived for L51 and is being installed by Joe and Jeff. Normal preventative maintenance was also completed while we waited for the transmission to arrive.