

MY LEADERSHIP PHILOSOPHY

What you can expect from me, and what I expect from you

A SHARED PATH

- High degree of personal discipline and commitment
- Enforce responsibility and accountability
- Actively listen and engage; constructively challenge each other
- Be fair, equitable and inclusive
- Behave in an open and transparent manner
- Acknowledge and celebrate success
- Own your part
- Bring reason and pragmatism to the table
- Be decisive
- Know your weaknesses and make them strengths
- Be supportive – nurture and mentor talent
- Enforce our agency values and behaviours
- Focus on developing a performance culture
- Provide frank and honest advice and feedback
- Build pride; foster excellence
- Failure is not an end, it is a beginning; observe, learn and adapt

MY LEADERSHIP PRINCIPLES

What I commit to be and do

WALK THE TALK

- Set the standard that others aspire to
- Be agile: open-minded, accessible and adaptive
- Be authentic. Make it real, what you see is what you get. I will say what I mean and I will do what I say.
- Invest in relationships: understand people's perspectives
- Envision, inspire, empower and devolve

PROFESSIONALISM

- Know the business/do the business
- Learning is life
- Own your part – have pride, use initiative
- Nurture and develop others – identify and unleash potential
- Think long term
- Be committed and disciplined

LOYALTY

- To QFD values and to my own
- To the truth
- To the ethos of 'Service'
- To 'what is right'

COURAGE

- To act
- To follow through
- To provide and receive frank and fearless advice and feedback

PERSONAL VISION STATEMENT

I lead with courage, integrity and compassion. As a senior leader I facilitate an atmosphere that is conducive to individuals reaching their full potential, working together as part of an integrated team to deliver world class fire and other emergency services to the Queensland community. I provide strategic direction and proactively drive the development of initiatives that further our goal of safer, more resilient communities.

WHAT SUCCESS LOOKS LIKE FOR ME

Engaged individuals working effectively in cohesive and collaborative teams in an environment of change, who are delivering real community services and outcomes.