

L-480 COURSE DELIVERY PLAN

OVERVIEW

The NWCG leadership curriculum establishes and teaches the core values and principles of leadership in the wildland fire service. These values and principles are introduced and reinforced through a robust curriculum of self examination and simulation that helps transfer these values into actions. The skill sets of leadership remain constant throughout the leadership curriculum; however, how those skill sets are applied in context to the complexity level of the incident changes at each level in the curriculum.

L-480 makes a distinct break from the structure of L-380 and L-381 targeting current ICS unit leaders and Type 3 personnel who desire to become qualified as Type 2 command and general staff, as well as mid- to upper-level organizational leaders. The course is designed to develop an individual's personal leadership skills and presence in order to increase their effectiveness in a dynamic fire service work environment.

ROLES AND RESPONSIBILITIES

NAFRI

- Be the custodian for the L-480 course materials
- Provide an L-480 Course Coordinator point of contact for the GATRs
- Collect copies of course evaluations / summaries from GATRs
- Act as a liaison to L-480 Steering Group
- Maintain list of approved providers

L-480 Steering Group

- Promote and maintain L-480 into the future
- Assist GATRs by evaluating potential providers
- Determine when course revisions or updates are necessary
- Report the status of the L-480 program to the NWCG Leadership Committee on an annual basis

GATRs

- Obtain a provider of qualified instructor(s) through their agency means, provider will supply course materials; ie. Notebook, additional reading materials, and handouts.
- Provide a qualified cadre of group coaches with a designated lead coach
- Schedule courses, prepare announcements, select and notify students
- Provide training facilities
- Collect and send copies of course evaluations / summaries to the NAFRI L-480 Course Coordinator
- Communicate course delivery concerns to the NAFRI L-480 Course Coordinator.

LOGISTICS

Five-day Course

Day 1	Morning (Approximately 6-7 hours of instruction on Day 1. Start time should be negotiated between Course Coordinator and the Instructor.	<ul style="list-style-type: none">• Intent of the L-480 Course• Introduce coaches and explain roles & responsibilities• Introduce students• Introduce instructor	Course Coordinator and Lead Coach
	1300 to 1800	L-480 Course	Instructor
Day 2	0800 to 1730	L-480 Course	Instructor
Day 3	0800 to 1730	L-480 Course	Instructor
Day 4	0800 to 1730	L-480 Course	Instructor
Day 5	0800 to 1200	L-480 Course	Instructor

Class Size And Group Configurations

Class size should be limited to 30.

Group five or six students together. Consider experience, functional position, agency, gender, and geographic location for the various team's composition.

Room Set Up

Configure the room with tables that accommodate groups of five or six students per table.

Pre-Course Materials For Students And Coaches

- Provider determined and supplied.

Course Materials

- Instructor Guide
- Coaching Guidelines
- Student Binder divided by Day.

Course materials are divided by Day.
Binders will come with Introduction, Day 1, Appendix and Bibliography.

Day 2 through 5 will be handed out each subsequent day at beginning of that day.

Faculty Meeting

A cadre meeting is required with the Instructor(s) and all Coaches to familiarize them with their roles and responsibilities of the course and exercises.

Lead and group coaches will meet with the Instructor(s) each evening to debrief the day and make necessary adjustments. The Lead Coach will keep track of notes for the Course Coordinator.

Coaches have the option of selecting two students for inclusion in the evening debriefings. The AAR format should be used to facilitate the student debriefing. Limit the student debriefing to 30 minutes or less.

Lead and Group Coaches

Coaches are selected by the agency Course Coordinator. Coaches will provide leadership lessons based on personal experience as they relate to leadership in the wildland fire service.

Coaches serve as role models and demonstrate the culture of wildland fire service leadership. Coaches must work rapidly to gain the trust of the students. Coaches need patience, tolerance for ambiguity, a sense of timing, and the ability to facilitate groups.

Coaching assignments begin with the pre-course cadre meeting and continue through the final evaluations.

Lead Coach

The required qualifications for the Lead Coach include successful completion of L-480, L-380 and/or L-381, Command and/or General Staff experience, facilitative skills, knowledge of the leadership curriculum, and the desire to help others.

The Lead Coach is responsible for the coordinating the course, facilitating, mentoring, coaching, and supervising group coaches. Specifically, the Lead Coach facilitates and ensures that the coach's involvement and interaction with the group is effective for the overall success of the student and class experience. The Lead Coach facilitates the interaction and coordination of instructor, students, and coaches throughout the presentation of the L-480 course.

Group Coaches

The required qualifications for a group coach include general management or Command and/or General Staff experience. They should also have facilitative skills, knowledge of the leadership curriculum, and the desire to help others. The successful completion of L-380 and/or L-381 is desirable but not required.

Group Coaches serve as group facilitators and subject matter experts. Their primary role is to assist in fostering positive interaction during group exercises and discussions.