

L-280: Followership to Leadership (2008)

Course Plan

Course Details

Description: This training course is designed as a self-assessment opportunity for

individuals preparing to step into a leadership role. The course combines one day of classroom instruction followed by a second day in the field with students working through a series of problem solving events in small teams (Field Leadership Assessment Course). Topics include leadership values and principles, transition challenges for new leaders, situational leadership, team cohesion factors, ethical decision-making, and after action review techniques. Some course delivery may be arduous in

nature.

Designed For: Personnel desiring to be qualified as a single resource boss.

Authority: National Wildfire Coordinating Group (NWCG)

Prerequisites: Experience on incident assignments in operations or support functions.

Successful completion of L-180, Human Factors in the Wildland Fire

Service. Satisfactory completion of pre-course work.

Standard: N/A

Hours: 16 hours

Maximum Class Size: 24

Instructor Level: Primary instructor

Instructor/Student Ratio: 1 primary instructor per 6 students (skills)

Restrictions: Limited to Instructor-Led Delivery only.

SFT Designation: FSTEP

Required Resources

Online Instructor Resources

The following instructor resources are available online at https://www.nwcg.gov/publications/training-courses/l-280

- Instructor-led delivery course materials
- Instructor Guide
- Student Workbook

Student Resources

To participate in this course, students need:

- The Leadership Secrets of Attila the Hun by Wes Roberts (Publisher: Warner)
- Leading in the Wildland Fire Service, PMS 494-2
- Incident Response Pocket Guide (IRPG), PMS 461
- Student Workbook

Facilities, Equipment, and Personnel

The following facilities, equipment, or personnel are required to deliver this course:

Facilities

- Standard classroom equipped for 24 students
- Whiteboards or easel pads with appropriate writing implements
- Projector/TV with appropriate laptop connections
- Wifi/Internet access

Time Table

Segment	Unit Total
Unit 0: Introduction	0.25
Unit 1: The Art of Leadership	1.0
Unit 2: Foundations of Leadership	1.25
Unit 3: Follower to Leaderthe Transition	1.0
Unit 4: Situational Leadership	1.0
Unit 5: Team Cohesion	0.75
Unit 6: Ethical Decisions	0.5
Unit 7: Leadership in Action - the After Action Review	1.0
Unit 8: Putting It In Practice	6.25-
	8.25
Course Totals	13.0-15.0

Time Table Key

- 1. The Time Table documents the amount of time required to deliver the content included in the course plan.
- 2. The Course Totals do not reflect time for lunch (1 hour) or breaks (10 minutes per each 50 minutes of instruction or assessment). It is the instructor's responsibility to add this time based on the course delivery schedule.
- 3. Application (activities, skills exercises, and formative testing) time will vary depending on the number of students enrolled and the acquired structure selected for training. The Application time documented is based on the maximum class size identified in the Course Details section.
- 4. Summative Assessments are determined and scheduled by the authority having jurisdiction. These are not the written or psychomotor State Fire Training certification exams. These are in-class assessments to evaluate student progress and calculate course grades.

Objectives

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- 1. Students will demonstrate an understanding of fundamental leadership principles.
- 2. Students will assess their individual traits and motivation for entering into a leadership role.