

Fire Service Leadership Workshop



December 8 - 12, 2025

Emergency Services Academy | Sherwood Park, Alberta

About the Workshop

The Fire Service Leadership Workshop is a unique professional development opportunity designed specifically for current and emerging leaders in the fire service. Hosted at the Emergency Services Academy (ESA) in Sherwood Park, Alberta, this intensive five-day program focuses on the realities of leading in today's increasingly complex fire service environment.

This is not a tactics or command course. It is an immersive leadership development experience — built around the practical realities of organizational leadership, governance, data-driven strategy, and building cultures that thrive.

Participants will consider and collaborate on key challenges facing fire service leaders today, including the tensions between service and sustainability, data and instinct, and policy and practice. They will also work together to solve real-world leadership challenges faced by their peers.

The program includes a pre-workshop component, including an online personality and leadership style assessment. Participants will also be asked to contribute a case-study to the workshop based upon a problem they or their organization are currently facing.

Who Should Attend

This workshop is intended for fire service professionals who are recognized as leaders within their organizations, including:

- Chief Officers
- Senior Officers
- Union Leaders
- Other organizational leaders who are accountable for teams, departments, or strategic initiatives

Cohort size is capped at 16 participants to ensure meaningful dialogue, collaboration, and individual attention. Participants should come prepared to work hard, contribute fully, and challenge themselves and their peers.

Learning Outcomes

By the end of the workshop, participants will:

- Strengthen their personal leadership awareness and cultural influence.
- Enhance strategic decision-making skills grounded in data and evidence.
- Improve their ability to navigate governance, partnerships, and political landscapes.
- Deepen their understanding of labour relations, organizational development, and employee engagement.
- Commit to personal leadership development plans.
- Collaborate with peers to analyze and solve complex leadership challenges.

Workshop Topics

- **Leading Self, Leading Culture**
Building self-awareness and intentionally shaping organizational culture.
- **Strategic Decision-Making and Data-Driven Leadership**
Using analytics and instincts to make sound, sustainable decisions.
- **Governance, Partnerships, and Political Savvy**
Navigating relationships with elected officials, administrators, and partners.
- **People, Labour Relations, and Organizational Development**
Leading organizations in ways that empower, support, and sustain teams.
- **Personal Leadership Commitments**
Crafting actionable commitments for leadership growth and impact.
- **Solving the Real-Life Problems of Peers**
Collaborative case study work, drawn from the actual leadership challenges participants bring to the room.

Program Details

Dates	December 8 - 12, 2025
Location	Emergency Services Academy, Sherwood Park, Alberta
Duration	5 full days (Monday–Friday)
Class Size	Limited to 16 participants
Tuition	\$2,250.00 + GST
Pre-Work	Pre-course readings and leadership self-assessment required. Homework assignments included during the week.

Facilitator: Darrell Reid

Darrell Reid brings over 30 years of leadership experience, including serving as:

- Chief Administrative Officer, Strathcona County
- Fire Chief, Vancouver Rescue Services
- CEO, Heart & Stroke Ontario
- Deputy Chief, Toronto Fire Services
- Fire Chief, Strathcona County



He is currently Vice President of Darkhorse Emergency and President of Emergency Services Academy. Darrell combines real-world leadership experience with a passion for mentoring the next generation of fire service leaders.

Darrell's leadership philosophy is grounded in the power of staff engagement and strong internal communications, empowering team members, evidence-based decision-making, and the belief that leadership is both a responsibility and a privilege.

Program Schedule

	Day 1	Day 2	Day 3	Day 4	Day 5
Day Theme	Leading Self, Leading Culture	Strategic Decision-Making and Data-Driven Leadership	Governance, Partnerships & Political Savvy	People, Labour, and Organizational Development	Reflection and Action
0830-0900	Intro, Expectations, Goals	Fire Service Analytics	Working Effectively with CAO's & Senior Administrators	Leading Through Conflict and Labour Relations	Leadership Commitments and Peer Coaching
0900-1000	Values Based Leadership				
1000-1015	Break	Break	Break	Break	Break
1015-1200	Values Based Leadership	Community Risk Reduction	Building Constructive Relationships with Elected Officials	Succession Planning and Mentorship	Leadership Commitments and Peer Coaching
1200-1300	Lunch	Lunch	Lunch	Lunch	Lunch
1300-1430	Psychological Safety and Accountability in Fire Service Teams	Scenario Lab: Making Tactical Decisions with Strategic Consequences	Leadership Ethics and Public Trust	The Future of Volunteer and Composite Fire Services	Real Life Cases: Helping Solve Peer Problems
1430-1445	Break	Break	Break	Break	Break
1445-1630	Self-Care, Burnout & Resilience for Fire Leaders	Using Data and Standards for Evidence-Based Advocacy	Roundtable: Bridging Operational Leadership & Municipal Governance	Adaptive Leadership for Changing Communities	Real Life Cases: Helping Solve Peer Problems

Registration and Contact

To sign up, complete this form: [Fire Service Leadership Workshop](#)

If you have any questions or are interested in information on booking a workshop at your location, contact Darrell Reid at darrell.reid@esacanada.com.

Customized Fire Service Leadership Workshop

Tailored Training for Fire Service Leaders

Empower your leadership team or invite leaders from neighbouring fire departments to join you for a collaborative training experience. The Fire Service Leadership workshop offers a flexible, in-depth program that can be customized to match your department's unique needs, priorities, and goals.

Flexible Delivery Options

Choose a 1-day to 5-day workshop format from the topics in the Program Schedule. Each day focuses on a distinct leadership theme, allowing you to build a program that aligns with your team's current challenges and strategic goals.

From building values-based leadership and community risk reduction strategies to advancing data-informed decision-making and succession planning, every session is practical, interactive, and directly applicable to fire service situations.

Program Details

Duration 1 - 5 full days

Location On-site

Class Size Limited to 12 participants

Workshop cost \$4,000 per day + GST and expenses

Pre-Work Pre-course readings and leadership self-assessment required. Homework assignments included during the workshop.