

Professional Reading Program

Wildland Fire Leadership Development Program



You Don't Need A Title To Be A Leader by Mark Sanborn

Why Read *You Don't Need A Title To Be A Leader*?

"I've found that everyone has the opportunity to lead, every day. It doesn't matter what your position is, or how long you've worked at your job, whether you help to run your family, a PTA, or a Fortune 1000 company. Anyone at any level can learn to be a leader and help to shape or influence the world around them."

"What's more powerful than having strong, effective leadership at the top of your organization? Having an organization where everyone leads."

"The people who change the world around them – for themselves, their companies, communities and families – rarely act from a sense of obligation. In fact, people who act as leaders almost always act from a sense of incredible opportunity. They don't interact with the world around them because they have to. They do so because they want to."

You Don't Need A Title To Be Leader is a short and simple book that has a lot of ideas that can be applied to the wildland fire service. In fact, many readers will probably already have encountered or practice these ideas. They are especially important in wildland fire, where a person's role on an incident can be different than the role in their "day job." As you read, think specifically about how important it is for us to be leaders at all levels, whether that means being the best FFT2 you can be, or being the best chief or fire management officer you can be. Think about how you can leverage these ideas to be better at what you do, no matter the situation.

There are several videos about the book available online. Find some of them at the links below or by searching in any internet-based search engine.

- **Leadership is a Choice, Not a Title | Leadership Expert Mark Sanborn (3 minutes):**
<https://www.youtube.com/watch?v=g4a1LUrs32g>
- **"You Don't Need a Title to be a Leader" - Interview with Mark Sanborn (10 minutes):**
<https://www.youtube.com/watch?v=0N0vjnioOn4>

For more leadership ideas and to dig deeper, check out the Wildland Fire Leadership Development Program (WFLDP) blog, Facebook page, Professional Reading Program, and more at the links below:

Blog: <http://wildlandfireleadership.blogspot.com/>

Facebook: <https://www.facebook.com/WFLDP>

Professional Reading Program: <https://www.nwccg.gov/wfldp/toolbox/prp>

Main WFLDP page: <https://www.fireleadership.gov>

You Don't Need A Title To Be A Leader Discussion Questions

Part One: A Leader Is...

How do the ideas about being an “untitled” leader apply to the wildland fire organization? What about in the ICS setting and your position in ICS and the organization (think red card qualification versus title or lack of title)? What are some small things you can do, or are already doing, to be a leader that aren't in your “official” job description?

Part Two: The Six Principles of Leadership

What's your take on obligation and opportunity as mentioned in this section? Do you see more obligations, or opportunities?

How's your focus, in your work and personal life?

How do you set the example and “celebrate others” in your workplace?

How are your communication skills, compared to what the author describes? How is communication different than understanding?

When it comes to leadership, how do you balance learning with implementation? How do you make sure that “leadership is action” in your own situation? What fears have you overcome in your leadership journey?

How do you give as a leader? How can you best contribute to others, personally and professionally?

Part Three: Making a Positive Difference

What do you think about the idea of building a “resume” versus a “legacy?” How do you respond to difficulties, in your own life or the lives of those around you?