



ILLINOIS FIRE CHIEFS ASSOCIATION

Dedicated to Excellence in the Fire Service

P.O. Box 7, Skokie IL 60076
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Website: www.illinoisfirechiefs.org



To the Leaders of the Illinois Fire Service:

As October approaches we would normally be planning for the Annual Conference of the Illinois Fire Chiefs Association. But this year is a bit different as we hosted the Illinois Fire Service Conference, in partnership with the Illinois Association of Fire Protection Districts, back in June. If you were there, you know what a great event that was. Thank you all for the input and suggestions you provided in our recent survey about the Conference. We look forward to seeing you there next year, as our committees are already working together to provide an even better event for you.

This October we will be hosting the 52nd Annual IFCA Symposium at the Par-A-Dice Conference Center in East Peoria. The dates will be October 18-20, 2023.

The Symposium will feature the IFCA Installation and Awards Reception, which will take place at a luncheon on Wednesday afternoon, October 18. At this luncheon we will also present the Fire Chief of the Year, Chief Emeritus, and Service Awards. Wednesday evening will then be the ever-popular Attorney's Forum.

We then have an outstanding lineup of presenters thanks to the hard working members of the Symposium Committee. Our presenters will include our Keynote Session by Dr. Kelvin Cochran. "Shaping the Future of Your Fire Department: Doctrine Never Dies" will be his topic, followed by his breakout session titled: "Life after Being a Fire Chief." Dave McGlynn will share his Military and Fire Service leadership experiences in his presentation: "Leadership Lessons: Marionette Managers vs. Real Leaders." Mr. Dave Hughes is a leader in Human Resources Consulting, and his presentation will address how and why America's labor pool is drying up. National Fire Academy Superintendent Eriks Gabliks will present: "Working for You: The United States Fire Administration's National Fire Academy." Mr. Paul Darley, Chairman, CEO, and President of W. S. Darley will present: "Using Emotional Intelligence & Authentic Leadership to Create Followers and Leaders in your Fire Department."

This tremendous lineup of speakers will provide both interesting and challenging topics to stimulate your thinking about what the fire service is today, and what we can, and need, to make it for the future.

Ample time will also be dedicated to networking and social events. This time we spend together can be as valuable for learning as the time we spend in the classroom.

Thank you for a great IFCA Year and thank you for your continued support of the Illinois Fire Chiefs Association. See you in October!

Sincerely,

Richard J. Mikel
President



52nd IFCA SYMPOSIUM

October 18-20, 2023

Par• A• Dice Hotel
7 BlackJack Blvd., East Peoria IL 61611

ON-LINE REGISTRATION ENCOURAGED:
www.illinoisfirechiefs.org



IFCA SYMPOSIUM REGISTRATION

NAME: _____ PHONE: _____

DEPARTMENT: _____

MAILING ADDRESS: _____

CITY, ZIP: _____ EMAIL: _____

SPOUSE/GUEST NAME: _____

Date	Event	Indicate Attendance ✓	Pre-Registration Cost	At The Door Registration Cost	Total
Oct. 18-20, 2023	Symposium - Full Registration		\$160.00	\$185.00	
Wed. Oct 18, 2023	Installation Luncheon/Reception *		Inc w/Full Reg.	Inc w/Full Reg	
Wed. Oct. 18, 2023	Attorney Forum *		Inc w/Full Reg.	Inc w/Full Reg	
Thurs. Oct. 19, 2023	Bags, BBQ, Brotherhood *		Inc w/ Full Reg.	Inc w/Full Reg	
Thurs. Oct 19, 2023	Symposium – Daily Registration		\$100.00	\$110.00	
Fri. Oct 20, 2023 8:00a-Noon	Symposium – Daily Registration		\$60.00	\$85.00	
<i>Spouse/Significant Other - No planned program, Registration fee Includes Wed activities, meals and BBQ</i>			\$85.00	\$85.00	
<i>Attendance only at the Installation/Reception - Tickets held at door</i>		Number of Tickets		\$45.00/ea.	
				TOTAL	

* This is for planning purposes, you are always welcome

Registration is for fire service personnel.

Please contact the Hotel Directly A block of rooms has been reserved for the Symposium at the Par-A-Dice Hotel @ \$105 per night + 12% tax. Call the hotel direct at 800.547.0711 or <https://paradise.boydgaming.com/groups-and-weddings/group-reservation> group code **FIRJ23C**. **Advance Registration Required.** Deadline for hotel block rate **September 25, 2023.**

Check Enclosed Bill Department PO Number _____

Please Charge Credit Card

On-line Registration Encouraged:
www.illinoisfirechiefs.org

_____ Exp Date _____ Security Code _____

If cardholder information is different that registration information please complete info below

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Cardholder Address, City, Zip _____

Cardholder Phone Number _____

Please Email form to: info@illinoisfirechiefs.org prior to mailing. Remittance address: PO Box 4424, Lisle IL 60532

Illinois Fire Chiefs Association 52nd Annual Symposium Program

Wednesday, October 18, 2023

12:30pm Luncheon Doors Open

1:00-4:00pm **IFCA Installation Luncheon/Reception**

Join us for the installation of the 2023-2024 IFCA Board of Directors plus the presentation of IFCA Awards and Service Pins.

5:00-9:00pm **Open Forum /Reception with Attorneys,**

Karl Ottosen & Stephen DiNolfo, Ottosen DiNolfo Hasenbalg & Castaldo, Ltd. • Karl & Steve will moderate our open forum with an open microphone format. Bring your hot topics for discussion. Attendees will be invited to submit questions anonymously before the symposium for discussion and answers. Hospitality bar & heavy hors d'oeuvres will be served.

Thursday, October 19, 2023

6:30-8:00am **Breakfast** (included in registration)

7:00-8:00am **Registration**

8:00-8:15am **Welcome**

8:15-9:30am **Keynote Address**

Kelvin Cochran • **"Shaping the Future of Your Fire Department: Doctrine Never Dies"** As the fire service has evolved into a multi-generational, multi-ethnic, multi-cultural, all hazards public service organization, the future of our impact on the communities we serve will rely on our capacity to implement and sustain the doctrines that have made us an absolute necessity to "ensure domestic tranquility." Fire service doctrine is more important than ever to overcome challenges and shape the future of your fire department.

9:30-9:45am **Illinois Office of the State Fire Marshal Update**

9:45-10:00am **Break**

10:00-11:30am **"Life After Being A Fire Chief"**

Kelvin Cochran • Being a firefighter long enough to retire is an honor and a tremendous accomplishment. Whether it ends on your terms or under adverse circumstances—there is life after being a fire chief. Thriving in professional development and building the right relationships will equip chief officers with experience, competencies, and gifts that are highly marketable and sought after. This session will discuss the keys to find your next assignment upon retirement.

11:30am-12:30pm **Lunch**

12:45-1:00pm **Illinois Fire Service Institute Update**

Watch for an email from Survey Monkey.
Submit your questions for the Attorney's Forum.

Thursday, October 19, 2023 (continued)

1:00-2:30pm **"Leadership Lessons: Marionette Managers vs. Real Leaders"**

Chief Dave McGlynn • Real leaders always are out front, inspiring people and making them better versions of themselves. Real leaders stand with their people and showcase their organization.

Yes, the characteristics of real leaders are similar to marionette managers, but the key difference is that real leaders' influence is positive, not negative, and they don't have a double-sided persona.

Real leaders want to build something and have a purpose within the organization. In "Pinocchio," Geppetto is an older woodcarver who always wants to create something special. As a result, he builds Pinocchio. Real leaders are like Geppetto because they desire to build something positive that will last. They mentor, and they leave a good legacy, because they are remembered for their nurturing.

2:30-2:45pm **Break**

2:45-3:15pm **Illinois Fire Chiefs Association Update**

3:15-4:30pm **"Preparing for a Permanently - Shrinking Workforce"**

David Hughes • America's labor pool is drying up. A host of economic, social, demographic, and political trends are causing the size of the country's labor force to shrink, and there is precious little that can be done to avert this reality in the long term. The 'Great Resignation' is a harbinger of what's to come, and employers must get used to operating in a perpetually tight labor market.

Businesses who are capable of attracting and retaining employees in such an environment will be able to thrive, while those who cannot/will struggle. To succeed at this endeavor, employers need to create compelling places to work that not only meet employee's physical needs for a job and a paycheck, but roles and workplaces that are compelling and inspiring on all levels.

5:00pm-9:00pm **3rd Annual—Bags, BBQ & Brotherhood Social**
An evening of fun, relaxation, and brotherhood. Food, drink and a bags tournament provided. The event is held onsite.



Friday, October 20, 2023

6:30-8:00am **Breakfast** (included with registration)
8:00-8:15am **IL Assn of Fire Protection Districts Update**
8:30-10:00am ***"Working for You: The United States Fire Administration's National Fire Academy."***

Erik Gablicks • The US Fire Administration (USFA), through its National Fire Academy (NFA), offers a wide variety of professional development opportunities to more than 70,000 career and volunteer fire and EMS personnel on an annual basis. We don't offer Firefighter I, Fire Officer II, or classes available from your training division or state fire academy. What we offer sets us apart and leads our stakeholders to call us one of the nation's premiere fire and EMS professional development organizations. As we look to fill important vacancies in our organizations, and as we address the retirements of our seasoned co-workers and their institutional knowledge, we need a place where we can develop our current and future fire and EMS leaders. The NFA is part of that solution. We will also discuss professional development opportunities and resources available specifically on Wildland Urban Interface (WUI) that you will find useful. This presentation will share what is available free of charge from YOUR National Fire Academy, how we can help with the development of you and members of your organization and answer your questions.

10:00-10:15am **Break**
10:15-11:45am ***"Using Emotional Intelligence & Authentic Leadership to Create Followers and Leaders in your Fire Department"***.

Paul Darley • We are all salesmen. Whether we sell goods and services for a living or sell ourselves to future employers or spouses, the skills we use to build relationships, close deals, and get ahead are the same.

To reach this conclusion, he analyzed his own personal experiences growing a 100-plus-year-old family business, and documented processes and concepts that were successful.

Darley's findings explains how to build effective relationships through a combination of emotional intelligence and authenticity. He shares how to establish a solid foundation (build relationships, solve a pain, follow a process); and reveals time-tested methods for overcoming objections and getting to "yes."

11:45am **Raffle/Closing**



Mark Your Calendar
January 19-20, 2024
IFCA Volunteer/
Combination Committee
Conference
East Peoria IL
More Info Coming Soon

Invited Speakers:



Karl R. Ottosen is a shareholder and managing partner with the law firm of Ottosen DiNolfo Hasenbalg & Castaldo, Ltd. at the firm's Naperville office. Mr. Ottosen has over thirty-five years of experience representing government entities. He is a frequent speaker at seminars and workshops on topics such as labor, employment, and local government law issues. [You may contact Mr. Ottosen at kottosen@ottosenlaw.com.](mailto:kottosen@ottosenlaw.com)



Stephen H. DiNolfo is a shareholder with the law firm of Ottosen DiNolfo Hasenbalg & Castaldo, Ltd. Mr. DiNolfo's practice is concentrated in the full range of litigation services. From the Naperville office, Mr. DiNolfo manages the firm's litigation practice and handles a variety of liability, employment, discipline, and labor matters for the fire service. His email address is [sdinolfo@ottosenlaw.com.](mailto:sdinolfo@ottosenlaw.com)



Kelvin Cochran A proud student of Caddo Parish Public Schools, he graduated from Woodlawn High School (1978); higher education includes: Wiley College (1999) Bachelor's Degree in Organizational Management; Louisiana Tech University (2004) Master's Degree in Industrial and Organizational Psychology; Ohio Christian University (2016) Honorary Doctorate in Christian Leadership; Creighton University (2018) Doctorate in Interdisciplinary Leadership.

Cochran dedicated over 30 years of his life to fighting fires and protecting the communities in which he's lived and worked. He began his fire service career with the Shreveport Fire Department in 1981 as a firefighter, promoted to Fire Training Officer and served in this capacity from 1985 - 1990, promotion to Assistant Chief Training Officer, he was appointed Fire Chief of the Shreveport Fire Department on August 26, 1999. On January 2, 2008 he was appointed fire chief of the City of Atlanta Fire Rescue Department.

His exemplary service record drew the attention of President Obama who appointed Cochran as the administrator of the U.S. Fire Administration in 2009, the highest office in the profession. He then resumed his post as Atlanta Fire Chief in 2010.

After the city of Atlanta terminated Cochran's employment because of his Christian faith and beliefs, Alliance Defending Freedom (ADF) represented him in a federal lawsuit. A federal court ruled the city of Atlanta discriminated against Cochran's religious views and violated his First Amendment rights, and the city of Atlanta agreed to a favorable settlement.

He is married to Carolyn and the father of three children and has one granddaughter.



Dave McGlynn has been in fire and emergency Services since 2001, having served in both municipal and federal fire departments as a firefighter, driver/operator, company officer and training officer. He served as a captain at the U.S. Army War College for the Carlisle Barracks, PA, Fire Department and was recently the chief of the Training Division for the U.S. Military Academy West Point, NY, Fire Department. McGlynn is currently an assistant fire chief for the Letterkenny, PA, Fire Department where he serves as the operations chief and training officer and is also a national public speaker and fire instructor, speaking on leadership development, training officer and program development, and motivational professional development. He holds an associate's of science in fire science, a bachelor's of science in fire & emergency services administration, and is currently pursuing his masters of arts in organizational leadership.



David Hughes leads OneDigital's Human Resources Consulting Practice in the Southeast region. David's team focuses on helping clients create winning employment value propositions, typically through ongoing retainer-based services and additional specialized practices in outsourced Recruiting and Learning & Development services. Prior to OneDigital, David served for 14 years as VP Human Resources for a 600+ employee auto insurance servicer that placed as high as #10 on the Inc. 5000 list of fastest-growing companies and was sold to private equity in 2015. Earlier, David was Managing Director of a Boston-based retained executive search firm, selecting C-level talent for venture-capital-backed and public tech companies. David has a B.A. in Economics from U.C. Santa Barbara and earned the Senior Professional of Human Resources (SPHR) designation in 2009.



Eriks Gabliks is the superintendent of the National Fire Academy (NFA). He was named to this position in November 2020. As superintendent, Mr. Gabliks provides leadership for the NFA, which focuses on enhancing the ability of fire and emergency services and allied professionals to deal more effectively with fire and other emergencies.

His interest in the fire service began in 1982 when he joined his neighborhood volunteer fire company in Adelphia, New Jersey. Over the years, he would serve with four volunteer, combination, and career fire agencies.

In 1991, he joined the Oregon Department of Public Safety Standards and Training (DPSST). DPSST sets professional training and licensing standards for more than 41,000 public and private safety professionals in the state of Oregon. DPSST also operates the Oregon Public Safety Academy, which provides training to more than 25,000 first responders on an annual basis. Eriks served as agency director from 2010 to 2020, overseeing a staff of more than 450 employees. He is the first employee in the agency's history to have ascended to this position from the internal ranks and served under three governors.

Mr. Gabliks holds a master's degree in public policy and administration from Portland State University. He has also completed the Executive Fire Officer Program at the NFA and the Executive Development Institute at the FBI Academy in Quantico, VA.

Mr. Gabliks is past president of the North American Fire Training Directors and serves on various state and national organizations, including the Drexel University Fire Injury Research and Safety Trends Advisory Committee, and many others.

He is a first generation Latvian and speaks, reads, and writes the language.



Paul C. Darley is Chairman, CEO & President of W.S. Darley & Co. In 1997, he became President and COO and was appointed CEO in 2003. He was named Chairman in 2011. Under his leadership, sales have increased over 5000% to over \$525 million in 2022. He began in pump sales in 1985 and was named Vice President for the Fire Pump Division of Darley in 1990.

Founded in 1908, W.S. Darley & Co is a fourth-generation family business, led by Paul and an executive team that has transformed this 115-year-old company into a world leader in the firefighting and defense industries.

Paul is a graduate of St. Ignatius College Prep in Chicago and he holds a BS Degree in Marketing and Finance from Marquette University. He earned his MBA from Northwestern University's Kellogg School of Management, where is a guest lecturer and an executive-in-residence.

Paul has traveled to 80 countries in his 37-year tenor and has made over 500 industry speaking engagements. He is involved with numerous charitable, business and service organizations. He is a former Chairman of the Chicago Windy City Chapter of Young Presidents' Organization (YPO) and is a trustee for Dominican University.

He is a Past President of the Fire Apparatus Manufacturers Association (FAMA) and he also served on the Board of Directors of Fire & Emergency Manufacturers & Services Association (FEMSA). Paul Darley currently serves on the Board of the National Defense Industry Association (NDIA) for the Great Lakes Chapter.

He is the author of the book Sold! The Art of Relationship Sales. The book highlights emotional intelligence and authentic leadership to sell more, work your way up the corporate ladder...and what to do once you get there.

Paul is married to his high school sweetheart for 36 years and together they raised three daughters in Elmhurst, IL.



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