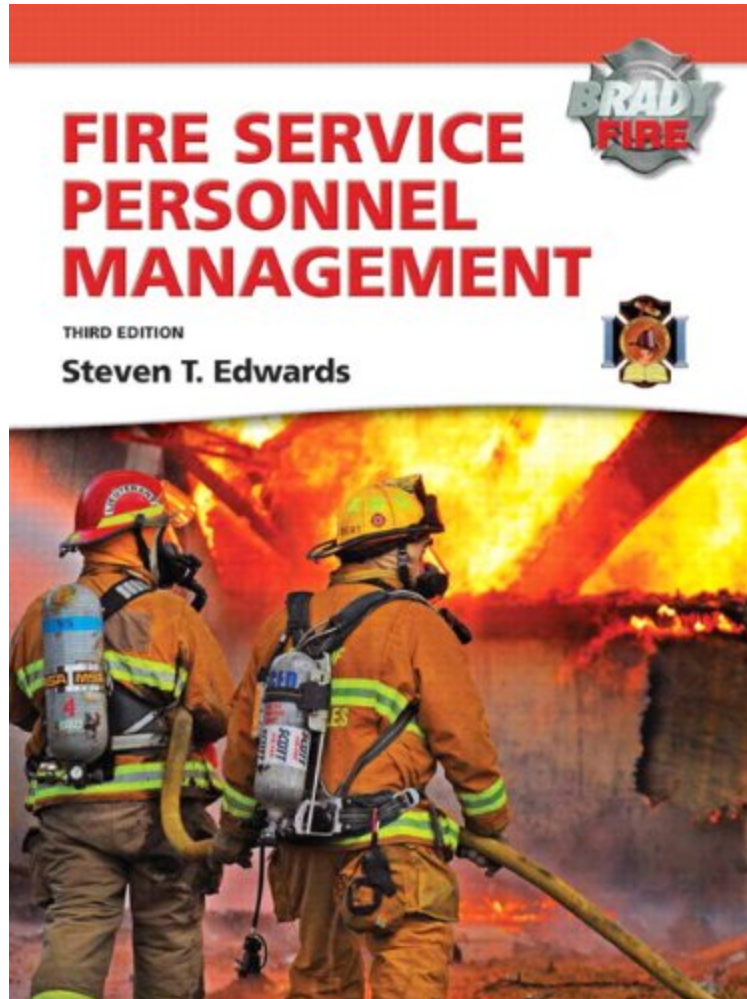


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Fire Service Personnel Management with MyFireKit (3rd Edition)

Steven T. Edwards

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Steven T. Edwards : Fire Service Personnel Management with MyFireKit (3rd Edition) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Fire Service Personnel Management with MyFireKit (3rd Edition):

1 of 1 people found the following review helpful. It's too bad it was required reading...By Alex in 505 This book is junk. As much as this book costs, it seems as though Mr. Edwards made some backdoor deals with testing companies to have this added to their testing material. We're Fire Fighters... We are a relatively smart bunch. However, there is a tendency for some to go out of their way to try and make themselves out to be smarter than the rest. By that I mean, they over complicate things for the sake of the appearance of mental superiority. We're Fire Fighters... we can also see bull**** coming from a mile away. \$70+ for this book is unbelievable! 2 of 2 people found the following review helpful. Worst book ever. By ted sheares This book, was a required read for my Cptn promotionals. I'm a Lt. for a full

time fire dept, on a inner city rig that averages 16 runs per day, w/ 1 to 2 working structures per wk. I was excited for the read initially as I believed it was going to offer some insight to the overall management of my crews. To say the least, this book is a farce. The hours I've lost studying this book, can never be returned, and I'm pissed. The author essentially fleeced everyone in fire service who bought this book thinking it was going to develop them as a Fire officer. This is a H/R AKA Human Resources book, masquerading as a fire service book. I am fairly confident, the word Fire Service was slapped on the books cover to increase their bottom lines, only after Human Resource majors rejected it. (Marketing guys strike again). Promotional panels, and book committees, please do not force this book on any of your candidates, unless you seek to develop a knowledge base in rambling, bad writing, and endless banter, if so this is the right book. 11-24-2013 0 of 0 people found the following review helpful. Horrible! Horrible! Horrible! By Danny I am from a career department of 600. This book was chosen as one of several books for our captains promotional exam. "In my opinion," as the author loves to say this book carries no relevance to officer management criteria. "I believe," this gentleman never spent one day in the field working as a firefighter let alone an officer in charge of a crew. He should keep his opinions to himself and base his next publications on fact! He also needs to learn how not to combine large words inappropriately in order to make himself sound smart.

Fire Service Personnel Management is written with basic public personnel management concepts and incorporates fire service applications and examples throughout, while serving as both a successful text in the classroom and as an excellent resource for promotional officer candidates. Updated topics include: fire service personnel development, professional qualifications, recruitment, and diversity issues. The book is a top-notch resource for promotional officer candidates and current managers in the fire service.

From the Back Cover Fire Service Personnel Management, 3/e Steven T. Edwards Unique in focus and content, Fire Service Personnel Management is written with basic public personnel management concepts and incorporates fire service applications and examples throughout, while serving as both a successful text in the classroom and as a top-notch resource for promotional officer candidates preparing for exams. Reflecting the author's extensive experience as a fire chief of a large fire department and a state fire training director, it features insights, discussions, and real-world examples that fire service personnel will recognize and relate to instantly. Updated topics include: fire service personnel development, professional qualifications, recruitment, and diversity issues. A must-have for any practicing or prospective fire service personnel manager! In the third edition you will find: New section on fire service personnel development along with professional qualifications at the end of each chapter Expanded section on managing diversity in the fire service Information on distance education and other training techniques More information on how to handle workforce issues, training and development, and performance appraisals Fire department health and safety covered in detail Case studies at the end of each chapter to reinforce learning and discussion End of chapter web resources for further enrichment A new Companion Website www.pearsonhighered.com/edwards containing additional exercises and tools Visit www.bradybooks.com for Other Titles of Interest: Bruegman, Fire Administration I, 1/e (0-13-172084-8) Marinucci, Fire Chiefs Guide to Administration and Management, 1/e (0-13-613110-7) Wong/Olson, Multicultural and Diversity Strategies for the Fire Service, 1/e (0-13-238807-3) Brady/Prentice Hall Health Upper Saddle River, NJ 07458 www.bradybooks.com Pearson Education Logo ISBN: 0-13-512677-0 About the Author Steven T. Edwards is the director of the Maryland Fire and Rescue Institute of the University of Maryland. The Maryland Fire and Rescue Institute is the state's comprehensive training agency for emergency services, training more than 34,000 students each year. He is a former fire chief of the Prince George's County Fire Department in Maryland, where he served for 25 years in a variety of positions from high school cadet to fire chief. Edwards also serves as chair of the board of directors of the Safety Equipment Institute, chair of the Congressional Fire Service Institute National Advisory Committee, as well as numerous local- and state-level appointments. In 1997, he was elected as the president of the North American Fire Training Directors. Edwards is a graduate of the University of Maryland University College (UMUC) with a bachelor's degree in fire service management and a master's degree in general administration. Both degrees were achieved with summa cum laude honors. He has attended the Harvard University John F Kennedy School of Government "Program for Senior Executives in State and Local Government" and the National Fire Academy, and has presented at national conferences and seminars. Edwards is currently a member of the adjunct faculty at UMUC, teaching its course in fire service personnel management. During his career of more than 35 years in fire service, Edwards received numerous awards and honors, including the Prince George's County Fire Department "Gold Star of Valor" in 1979 for the rescue of two firefighters at a major fire and explosion. During his tenure as fire chief, the department received the IAFC Award for Excellence as well as twenty-eight National Association of Counties Awards for Excellence. While continuing his fire service career at the University of Maryland, the Maryland Fire and Rescue Institute was selected as the Congressional Fire Service Institute National Fire Service Organization of the Year for 1999. In addition, Edwards received the University of Maryland President's Distinguished Service Award in 2003 for exceptional performance, leadership, and service. Excerpt. Reprinted by permission. All rights reserved. Not too long ago, I was sitting in my office working on a new personnel-related policy for our department.

At the time, I was fire chief of the Prince George's County Fire Department, a large metropolitan fire department adjacent to Washington, DC. As I was thinking about the new policy, my executive assistant came in and informed me that there was a third alarm fire in the southern portion of the county. I could continue to work on the personnel matter or respond to the fire, even though I knew that my presence was not really needed. In an instant, I was out the door to the emergency. I returned several hours later and sat back at my desk to finish some departmental business. The new personnel policy was still there as I had left it. I began to think, Which was the more important function for me to perform? Going to the multiple alarm was fun; I got to see people I did not see on a regular basis and did a couple of press interviews about the incident. Our officers are highly qualified and could handle these types of incidents very well. My presence at this emergency was not really needed; it was a large fire, but relatively routine. I was thinking, Fire response is great; you make decisions with no committees and firefighters do what they are told with no questions asked. It's challenging, dynamic, and you get instant feedback on how well you are doing. Too bad personnel matters were not as easy. I then looked down and thought about the new personnel policy. It occurred to me that this new policy would have substantial long-term value to the department. It would improve our management and our ability to work more closely with our most valuable resource—the members of the fire department. If fire officers put as much effort into personnel management as they did on response to emergencies, think how much better we would all be. I knew that the personnel policy would significantly enhance our capability of dealing with a host of complex and challenging issues. I felt guilty for going to the fire because I should have done what was more important. The new personnel policy was finished before I left work late that evening. Much of the reason for writing Fire Service Personnel Management was because there is a lack of specific information available to fire departments on this topic. One can find bits and pieces of personnel management in fire service management texts, but not a concentration on this very important subject. I wanted to be able to contribute to what I have found to be the most important resource in any organization—people. It seemed logical to me that if we always say this, then we should be able to study personnel management as it specifically relates to the fire service environment. If we are successful in managing the people in our organizations better, that success will spread to other departmental functions and magnify their successes. This book is for fire department officers and prospective officers—not management generalists. It uses established personnel management concepts and examines them as they directly relate to fire departments. Therefore this book is dedicated to the improvement of personnel management of fire departments and, in the process, enrich the work environment of fire department employees. I hope that I have made a small contribution to this very important task. Wherever you see the word fire department in this text it means a fully functional department that provides an array of services to the public including fire suppression, emergency medical services, hazardous materials response, fire code, investigations, public education services, and others. Fire department in this context is not meant to be restricted to those that provide fire service only. Employees in this book means any member of the fire department, be they career or volunteer, uniform or civilian. There is a certain feeling of success and pride that one gets when he or she extinguishes a fire or makes a rescue. I hope that each of you has that same feeling when you successfully manage a difficult personnel situation. Good luck.