



Equipping New Leaders

Mike Zappone, SISE WG Chair, Multi-State Fleet
Response Working Group

Equipping New Leaders

Preparing to Better Collaborate and
Execute During Disasters



Background

A dark, stormy sky with heavy, dark clouds and several bright, jagged lightning bolts striking downwards. The overall color palette is dark blue, purple, and black, creating a dramatic and intense atmosphere.

Providing Self-Preparedness for New Leaders Dealing with Crisis



MYTHS

Myths

"If I can't get it done myself, I'll be viewed as inadequate"

Myths

“We have a plan, so we should be all set.”

Myths

“That will never happen (again?)
- why bother?”



Transitioning To Your New Role

Transitioning into Your New Role

- Losing the Ego and Becoming a Good Student.
- The Anatomy of the Emergency Event.
- The Critical Inputs and Outputs of My Team

Transitioning into Your New Role

Losing the Ego and Becoming a
Good Student.

Transitioning into Your New Role

The Anatomy of the Emergency
Event.

Left of Boom
(Pre-Event)

Boom
(Event Happens)

Right of Boom
(Post Event)

- Review
- AAR

Transitioning into Your New Role

The Critical Inputs and Outputs of
My Team

- Internal
 - Org Charts for Black Sky periods
 - Know who connects to who, their capabilities, contact info, what they need from each other
- External
 - You need to be aware of all external partners, suppliers, vendors, advisors, etc... that your role will need to work with during an event
 - Trade associations, government, peer-to-peer groups, LinkedIn, etc..
- Outputs
 - Who else needs to know
 - Know what you are required to know and data to share, plan for special requests.



Before An Event

Left of “Boom” - Before an Event

- Understanding your role and the role of your team(s).
- “Who Else Needs to Know”.
- Organizations Last Exercise (Drill)
- What are we Expecting
- Are my employees prepared (Am I)

Left of “Boom” - Before an Event

Understanding your role and the role
of your team(s).

Left of “Boom” - Before an Event

“Who Else Needs to Know”.

Left of “Boom” - Before an Event

Organization’s Last Exercise
(Drill)

Left of “Boom” - Before an Event

What are we Expecting

Left of “Boom” - Before an Event

Are my employees prepared
(Am I)

During an Event (Center Boom)

- Scaling the Response
- Maintaining Situational Awareness
- Level of Activation for the Team;
 - “Circling the Wagons”

During an Event (Center Boom)

Scaling the Response

During an Event (Center Boom)

Maintaining Situational
Awareness

During an Event (Center Boom)

Level of Activation for the Team;

- “Circling the Wagons” -

Right of Boom & Maintenance

Transitioning in and out of
Blue-Sky Roles

FAQs

- “How will this training help me improve from Day One?”
- “Am I asking too many “What If?” questions?”
- “Does a good plan replace rehearsal?”

FAQs

“How will this training help me improve from Day One?”

FAQs

“Am I asking too many “What If?”
questions?”

FAQs

“Does a good plan replace rehearsal?”

One final Thought.....

You can get an awful lot accomplished
in five minutes.