

Happy New Year 2025!

Alan V. Brunacini's leadership principles remain as relevant as ever for setting goals to improve as leaders, bosses and mentors. Grounded in respect, humility and a commitment to serving others, his legacy inspires us to prioritize clear communication, fairness and the well-being of those we lead. As the new year begins, we share eight of Bruno's tenets that offer practical, actionable steps for developing trust, building stronger teams and leading with our chief's signature kindness. **BS**

- ① ACQUIRE THE ART OF KINDNESS & PERSUASION. KINDNESS IS AN ATTRIBUTE OF THE STRONG.
- ② PUT CONSIDERATION OF HUMAN DIGNITY ABOVE PAY, PROMOTION & ENVIRONMENT -
- ③ GET RID OF THE DOUBLE STANDARDS OF BEHAVIOR - ONE FOR WORKERS & ONE FOR MANAGEMENT.
- ④ START A REQUEST TO SUBORDINATES WITH 'PLEASE'. PROPER WORDS & ACTIONS INSPIRE CONFIDENCE.
- ⑤ GIVE CREDIT WHERE CREDIT IS DUE. PRAISE FAIRLY. IF YOU MUST TELL SOME ONE OFF, NEVER DO IT IN FRONT OF OTHERS. MOST PEOPLE'S SELF-ESTEEM CANNOT TAKE IT.
- ⑥ DON'T BE AFRAID TO MAKE CHANGES. IF SOMETHING HAS BEEN DONE A PARTICULAR WAY FOR TWENTY YEARS, THAT ALONE IS OFTEN A SIGN THAT IT IS BEING DONE WRONG.
- ⑦ IN HANDLING GRIEVANCES LET THE EMPLOYEE TELL YOU HIS FULL STORY WITHOUT INTERRUPTION. A KIND WORD WILL HELP.
- ⑧ LEARN TO LISTEN. THE OCCUPATIONAL DISEASE OF A POOR FIRE CHIEF IS THE INABILITY TO LISTEN.