Embracing a culture of Change: EMS Leadership of the Future

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EMS Leaders are faced with significant changes each and every day, whether brought on by new rules and regulations, technology, patient care/safety advances, economics, and/or politics. Accepting that change is a part of everyday life, EMS leaders must understand that how they respond to change has a significant impact on one's ability to lead their people and organization through such change; especially if their goal is to be successful leader.

Dr. Frank Mineo has been involved in EMS and emergency services for more than 35 years, serving in the volunteer, commercial, hospital, municipal third- service and fire-based EMS sectors; as a provider, educator, and leader. Frank retired as a Deputy Chief of the New York City Fire Department/EMS Bureau in 1999 having served in a number of operational, educational and administrative units. Since that time, he has worked at a Level 1 Trauma Center in NYC as an Administrative Director of EMS/Emergency Services; and as Director of Safety and Emergency Management. Frank currently provides safety and emergency management oversight for a healthcare system in the lower Hudson Valley of New York.

Concurrent with his other responsibilities, Frank has continued his involvement in emergency services operations and leadership education as the former Paramedic Program Director and current EMS faculty for the Borough of Manhattan Community College in downtown NYC, and as a Program Coordinator/Certified Instructor Coordinator for New York State. He is a faculty member for the University of Phoenix, and Program Director for Emergency Preparedness Programs for the New York Medical College; teaching courses in emergency management, homeland security, and safety.

Frank earned a Doctor of Philosophy degree in Organization and Management from Capella University in 2009, a Masters in Public Administration from Baruch College: City University of New York in 1992, and is board certified as a Fellow of the American College of Healthcare Executives. Frank has authored a dissertation on the topic of emergency services leadership, and co-authored/contributed to several peer-reviewed published articles specific to EMS, in addition to being a nationally recognized speaker on EMS leadership. He is a member of several regional and national EMS/EM related organizations; and currently serves on the Board of the International Association of Emergency Medical Services Chiefs.

Presentation Outline:
Overview of EMS leadership culture
What is change, and how does it affect the EMS leader
Why embracing "lasting" change is so important in this day and age
Case examples of what happens when a decision is made to "resist" change,
Case examples of what happens when a decision is made to embrace change
Becoming a successful "change leader."

Objective 1: Understand what change is, where it comes from, and why it exists
Objective 2: Understand what is needed to establish an organizational culture that embraces change
Objective 3: Understand the leadership skills required to embrace and implement change