Discussion on the results of a NYC based study that examined the relationships between leadership style and emergency services organizational culture, specifically studying whether or not leadership styles were different based in part on the type and nature of EMS organization the leader worked in. The results of this revealed that EMS leaders regardless of organizational affiliation tend to be people-oriented/focused leaders. This understanding is significant, in that it can help in developing the profession specific leadership competencies required for effective EMS leadership selection, education and training. When combined with the work of other EMS leaders; Dr. Mineo's work in better understanding EMS specific leadership styles and cultures can be used to help ensure the presence of an adequate, qualified, and well-trained leadership pool for both the EMS of today, and the EMS of the future.

Dr. Frank Mineo, EMT-P has been involved in emergency services for more than 30 years and continues to maintain current certification as a NYS paramedic. He retired as Deputy Chief from New York City EMS/fire department in 1999. Since that time, he has worked at a large academic medical center with responsibilities that included administrative oversight and leadership of the Emergency Department, the EMS Training Institute, the EMS Department, and the Emergency Preparedness and Safety Programs. Concurrent with these other responsibilities, Frank has continued his involvement in emergency services management/education as the Paramedic Program Director for the Borough of Manhattan Community College. He is a faculty member for the University of Phoenix, the University of Richmond, and Columbia Southern University; teaching courses in emergency management, Homeland Security, and safety.

Frank earned a Doctor of Philosophy degree in Organization and Management from Capella University, and a Masters in Public Administration degree from Baruch College, City University of New York in 1992. He is Board certified as a Fellow of the American College of Healthcare Executives. He currently serves on a number of EMS/EM related organizations including the Board of Directors of the International Association of Emergency Medical Services Chiefs. Frank has authored a dissertation on the topic of emergency services leadership, and contributed to articles on emergency services. In addition, he has presented at regional, state and national conferences.

After attending this presentation, the learner will be able to:
1. Understand the relationship of leadership theory to organizational culture
2. Understand the type of leadership style most evident in the EMS leader
3. Understand how this information can be used to make an EMS leader more effective in their job

Content Outline:
1. Overview of Leadership Theory and Styles
2. Cultural differences in Emergency Services (fire, law, healthcare, EMS)
3. Which leadership style works best in EMS and why
4. How this information can help the EMS leader become more effective in their jobs
5. Why is having a better understanding of this topic so important