NEMA’s Roger Conrad Honored

Exercise Training Officer Roger Conrad, right, was named runner-up in the Excellence in Leadership Awards for the Nebraska Military Department. He was honored in a ceremony at the Joint Force Headquarters. Above Maj. Gen. Daryl Bohac presents the award to Conrad as Operations Section Manager Earl Imler, Training and Exercise Unit Supervisor, Dave Reisen and Preparedness Section Manager Nikki Weber look on. At the ceremony, it was noted that Conrad has become a subject matter expert for the state of Nebraska on the credentialing system that is used across the state. He has not only mastered the software program, but has been instrumental in training local emergency managers and first responders in its use. He was also instrumental in developing the state policy, procedures and training. He has an outstanding working relationship with both the end user of the software and the vendor who supplies the equipment and software.
A Message from NEMA Assistant Director
Bryan Tuma

We envision safer, less vulnerable communities in Nebraska made possible through effective collaborative partnerships committed to saving lives and reducing the impact of disasters.

Our mission is to coordinate, support and serve Nebraska through an effective and relevant emergency management agency.

As 2017 comes to a close, it’s natural to look forward to the new year and to set goals that will lead to a successful 2018. As I write this, I continue work on the agency’s five-year strategic plan and evaluating our project monitoring system. Clear organizational goals ensure consistency and direction for staff and encourage communication and cooperation. We depend on our goals because they identify areas which require our energy, attention and efforts. The end of one year and beginning of another offers a perfect opportunity to evaluate performance and make adjustments where needed.

At NEMA, we envision safer, less vulnerable communities, and that is made possible through effective collaborative partnerships. We are committed to saving lives and reducing the impact of disasters. Our mission is to coordinate, support and serve Nebraska. We work to develop safe communities through preparedness and building our capabilities for response and recovery.

In order to be effective in attaining a collaborative mission with various stakeholders, one of our goals for 2018 will be to focus on community outreach and stakeholder engagement. All of the staff at NEMA will look for opportunities to build relationships and focus on outreach during 2018.

In addition, all the individual employees at NEMA have developed, along with their supervisor, their own SMART goals. These Specific, Measurable, Achievable, Results-focused and Time-bound or SMART goals help us to know what we need to accomplish, to measure what we are doing, to finish what is expected, to know why we are doing what we’re doing, and to know when the work must be completed.

If we think about and focus on the outcomes of our work we know what our targets are and whether we are hitting, or missing, the mark. It helps us step up and do better.

In emergency management, after action reports are completed after disasters and events so that we can focus on what went right and what went wrong following a disaster. It allows us to see what improvements are needed for the next disaster and what we should repeat when another disaster hits the state. Setting new goals, recognizing the successes and focusing on areas that need attention will help us to improve our performance.

Sincerely,
Emergency Management Accreditation Program Training Gives NEMA Staff Insight into Assessment

Nebraska Emergency Management Agency hosted an Emergency Management Accreditation Program Training, Dec. 4-5 that included NEMA staff and participants from Idaho and Nevada.

EMAP staff were instructors for the two-day course and included Mark Howard, assistant director, Lindsey Shafer, training coordinator, and trainer Christine Jacobs.

Staff from all of NEMA's sections participated, including: Molly Bargmann, Jill Burmester, Nazy Chiniforderoushan, Brian Folts, Troy Harris, Terri Kattes, Walter Kirkland, Logan Lueking, James Rashilla, Sean Runge, Merci Suarez, Bryan Tuma and Nicholas Walsh.

NEMA Assistant Director Bryan Tuma said the class exposed NEMA staff to the assessment process and gave them additional information on re-accreditation.

"I've had the opportunity to participate in the assessment process as an evaluator, and it offers a great opportunity to see the strengths of other programs," Tuma said. "I encourage the NEMA staff who participated in the training to become assessors so they can see what other agencies are doing."

The training not only provided information on becoming an assessor but prepared staff for the re-accreditation process.

"Re-accreditation is a misnomer," said Terry Kattes, an administrative assistant II with NEMA who serves as accreditation manager for the agency. "Technically, an organization completes the entire accreditation process every five years in order to maintain accreditation rather than provide an update or build-on to previously submitted information. Compliance with the standard requires documentation, not only proving what your program does, but also how you maintain the program, continuously evaluate the program and use that evaluation information to revise and improve the program in order to remain on the path for long-term success."

NEMA's goal is to maintain EMAP accreditation for the long term, Kattes said.

"A key challenge to that goal is overall familiarity with the accreditation process and the benefits of accreditation," Kattes said. "This gap is created by staff turn-over. For example, NEMA's previous accreditation manager and resident EMAP expert retired shortly after the agency's most recent accreditation was received which left a knowledge void."

The training allowed for NEMA staff to get training and incorporate a team approach to the EMAP process.

The trained team members can assume leadership roles to work with various partner agencies to assure compliance with different sections of the EMAP standard while integrating the requirements of the

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EMAP standard into the agency’s normal, day-to-day, business practices,” Kattes said.

“Having multiple trained staff within the agency increases the understanding of the accreditation process as well as its benefits, while also ensuring continuity as life- and responsibility-changes move individual staff members in and out or around the agency,” Kattes said.

“It was an excellent course that offered a complete overview of the EMAP Standard and how to break it down in order to supply all appropriate documents that demonstrate the various requirements have been met,” Kattes said. “It also provided a great map of what is needed to build a comprehensive emergency management program.”

NEMA-specific documents were incorporated into the course as examples and as part of the exercises.

“I believe NEMA is generally in a positive position as we look forward to the next accreditation cycle because we have developed a solid, comprehensive emergency management program as a base,” said Logan Lueking, program specialist, who also works on the accreditation process.

“Rather than simply look at accreditation as a goal to be met every five years, we must strive to incorporate the requirements of the standard, including evaluation, maintenance and continuous improvement, into NEMA’s day-to-day business practices so that consistent, premier, emergency management services are available to Nebraskans at all times.”
Karthausser Gives NEMA Staff a Slight Edge
Leadership Training focuses on Four Pillars
Passion, Purpose, Vision and Mission

Cliff Karthauser knows about possibility thinking, the subject of his leadership training for NEMA staff on Dec. 2.

Karthausser won the first Lincoln Marathon and the first Omaha marathon (and others since) qualified for the Olympics, twice, and had a successful business career with the Principal Financial Group.

Possibilities became reality for Karthauser. So when he talks about Possibility Thinking—The Slight Edge, it’s a great time to listen.

In a two-hour training, Karthauser focused on the four pillars—passion, purpose, vision and mission—as well as the four threads—thought, preparation, effort and how you live your life.

Karthausser said small successes lead to passion and that everyone has their own unique answer to the question: Why? Knowing your purpose keeps you mindful in the present and allows you to live a life in step with healthy and rewarding values. Purpose improves optimism and lets you thrive within constraints.

“Your vision is your road map and your mission defines your legacy,” Karthauser said.

NEMA staff were asked to think about the one thing, if executed, that would change their desired outcome.

“Great teams make sure there is a connection to a greater purpose,” Karthauser said. “You have to work on culture every, single day. Culture can’t be dictated. You want a culture that winners aspire to be a part of.”

He asked what separated great leaders from good ones and suggested the following points:

1. Talk Straight
2. Demonstrate Respect
3. Create Transparency
4. Right Wrong
5. Show Loyalty
6. Deliver Results
7. Get Better
8. Confront Reality
9. Clarify Expectation
10. Practice Accountability
11. Listen First
12. Keep Commitments
13. Extend Trust
Union College
Emergency Management
Students Tour NEMA

Students at Union College in Lincoln got a first-hand look at the state emergency operations center at NEMA and an orientation on how NEMA and other state agencies respond to disaster from Operations Section Manager Earl Imler when they visited NEMA at the beginning of December.

NEMA’s Leo Larkin Recognized for Completion of Advanced Professional Series

Brig. Gen. Rick Dahlman presented NEMA’s Leo Larkin, program specialist, with a certificate of achievement for his completion of the Advanced Professional Series and to his commitment to standards of excellence in Disaster Operation Skills. The Advanced Professional Series was established to motivate and challenge students to continue emergency management training. Larkin completed five required courses and five of 16 elective courses in order to earn the Emergency Management Institute designation.
Start the New Year Off Right
Add Items to Your Emergency Preparedness Kit

Resolve to start or add to your emergency preparedness kit in for 2018.

Or, if your kit is complete, help your loved ones prepare by giving them an item for their own emergency kit.

Those kits might save you or a family member during a disaster.

Pick an emergency item from the list below or find more ideas at Ready.gov.

- National Oceanic and Atmospheric Administration (NOAA) Weather Radio
- Hand-Crank Flashlight
- Radio
- Cell Phone Charger or External Battery Pack
- First-Aid Kit
- Manual Can Opener
- Smoke or Carbon Monoxide Alarm
- Fire Extinguisher
- Enrollment in a CPR or First-Aid Class
- Blanket
- Rain/Wet Weather Gear

You might also consider assembling items for a roadside emergency kit such as:

- Jumper Cables
- Tools – tire pressure gauge, screwdrivers, wrenches, pliers, shovel, ice scraper
- Emergency Flares

For those with pets, remember to include supplies for your pet’s emergency kit:

- Pet First-Aid Kit
- Pet Carrier
- An extra leash or harness

Visit Ready.gov to learn what to include in a fully stocked emergency preparedness kit.

Apply for a Wildfire Community Preparedness Day Award

Protect your community from wildfire by applying for a $500 Wildfire Community Preparedness Day grant through the National Fire Protection Association (NFPA).

Wildfire Community Preparedness Day is May 5. The day is designed to encourage communities to work together to address their wildfire risk.

From Jan. 8 through March 2, NFPA welcomes applications for one of 150 funding awards.

Develop a plan now to work with partners and identify wildfire risks in your community.

NFPA’s Firewise USA site has resources you can use to understand your risk. To view past projects, visit the 2017 Success Stories.

For more information on wildfire preparedness, visit the U.S. Fire Administration's Wildfire page.
NEMA is charged by Nebraska statute to reduce the vulnerabilities of the people and communities of Nebraska in terms of injury, loss of life and property damage resulting from natural, technological or man-made disasters and emergencies.

NEMA is responsible for coordinating the state response in any major emergency or disaster including the support of local governments as needed or requested, and coordinating assistance with the Federal Emergency Management Agency (FEMA) and other federal partners.

The Beacon includes emergency management news and activities from across the state. Please forward story ideas or photos for inclusion to: Jodie Fawl, Public Information Officer, 2433 N.W. 24th St., Lincoln NE 68524; 402-471-7428, jodie.fawl@nebraska.gov.

www.nema.nebraska.gov