



HIDDEN TALENT, SHARED WISDOM:

Unlocking the Power of Peer-Led Development in the Fire Service

Communication, Collaboration, Cultivation

**WEDNESDAY, APRIL 15, 2026
2026 TAFC ANNUAL CONFERENCE
WACO, TX**

Daniel Anderson

Deputy Chief – Professional Standards

✓ Family – Halie, Asher & Copelynn

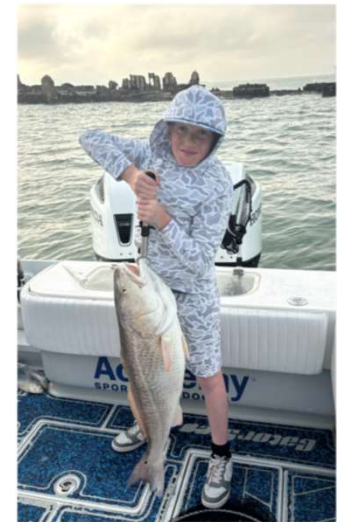
- ✓ TEEX – Fire Service Chief Executive Officer (FSCEO)
- ✓ TTU – Certified Public Manager (CPM)
- ✓ NFA – Managing Officer Program Graduate
- ✓ ISFSI – Training Officer Credential

✓ Background includes:

- 21 Years – Fire Service, 4 w/ CFFD
- 16 Years – Law Enforcement (reserve)

✓ Hobbies include... Trying To Keep Up!

Fun Fact: I now live and work 673 miles (10:43) from everything I have ever known. And I have ZERO regrets.





What Is A Professional Development Showcase?





Our industry is constantly evolving. Skill development is a must!





Is your next great
instructor sitting
next to you
in the firehouse
kitchen?



What Is A Professional Development Showcase?

- Leaders share their expertise (passion) with each other
- 15-minute presentations on a topic of their choice
- Audience members give *constructive* feedback





Good news:
It's easy to
replicate!





What are the Benefits of Peer-to-Peer Learning?





Everyone will
learn something
new.





You'll
uncover
hidden
talent.





You can
deploy newly-
discovered
experts to
train others.





People will understand other divisions better. This reduces conflict!





You can position leaders more effectively. Are they in the right seat on the bus?





- Leaders get to practice their presentation skills.
- They also get *actionable* feedback.
- Everyone will have fun...
- ...and build trust.





How to Set Up a Professional Development Showcase





Start small....

...and grow from there.





**BE CLEAR ON THE GOAL,
BUT GIVE THEM THE FREEDOM TO
CHOOSE THEIR PASSION**



EXAMPLE:

Share your passion and expertise on topics that support our collective mission

- The uses of GenAI in training
- Alternative instructional or delivery methods
- Leadership considerations
- Proposed program improvements
- Team-building strategies
- Any technology, tool, or skill you've found to be effective
- Any topic that has captured your passion





Include tangible takeaways.
Don't leave listeners empty-handed when they get back to their desks!





Public speaking may not seem tempting.
Tell people what they'll gain by participating:

- Knowledge and actionable insights
- The opportunity to learn cool things about colleagues
- Feedback from other participants





Give people
plenty of time
to prepare.





Offer to help
people fine-tune
their
presentations.





Keep the presentations short.





Don't skip the feedback!

Real time data.





Assure people that the event will be a judgment-free environment.

“We understand that presenting in front of your peers can feel intimidating, but please know this is a safe, judgment-free environment focused on growth and encouragement.”





Lead by
example.
(Set the Stage -
Go first!)



Connect w/ Me

