



## 2021 Questions to NAEMT Board Candidates

*Please include your response below each question. Please limit each answer to 500 words or less. Thanks.*

**Candidate: William Tatum, Region II Director**

### Questions for 2021 Election Candidates

1. Nationwide, EMS is facing a serious workforce shortage. What role can NAEMT play in helping EMS agencies retain their personnel?

This issue is one that I feel the NAEMT can help in many ways. The NAEMT is well versed in program development with its robust educational offerings. Similar practices can be put into place by creating educational programs for leaders to discuss recruitment and retention practices. Likewise, the NAEMT can partner with state EMS Associations, professional recruitment programs, local and national media markets, and social media platforms to create a unified message to target audiences. Many job markets were affected by the continuing pandemic and now is a great time to strike while the iron is hot. Healthcare professions in many forms need a boost to the workforce and EMS has been on the frontlines since the beginning. There are many state EMS groups working locally so there is already a wealth of goods and bads concerning workforce. Bringing these groups and those who wish to join into a collaborative message can help everyone during this time. We must come together as a profession and address these issues, set benchmarks, and work with state and local officials to make the education of EMT's and Paramedic's affordable and accessible.

2. Define what you believe are the key characteristics of good leadership and describe the leadership qualities that you will bring to the position for which you are running?

Leadership comes in many variations along with opinions of its effectiveness. One of the front runners of importance is integrity. We have to practice what we preach. Talk the talk and walk the walk if you will. As leaders within the NAEMT, integrity and honesty is important as we uphold our mission statement and objectives in an ethical manner. We must remain committed and passionate to move Emergency Medical Services forward.

Leaders must be able to inspire others. We should be recognized as the “face” of EMS nationwide. We each have our own reasons why we joined the NAEMT and our ability to inspire others with our “17 Second Elevator Speech” can be the difference if a potential member joins us or not. Being able to recruit followers makes a difference in the strength of our organization.

Being able to communicate is vital. Without active communication, people lose interest in the mission as they feel disassociated. You must remain in constant, non-intrusive contact with the people that truly drive an organization. Your message as a leader should be known by all parties involved. Yes, some information must be disseminated at appropriate times, but clarity of your overall mission is key. Sharing your strategy to achieve your goal can make the process easier. Through effective communication, the sky is the limit to where you can lead.

Delegation of responsibilities where possible shows that you as a leader believe in your people and gives them an avenue to feel good about their “buy in” under your leadership. Through delegation, empowerment is born. When everyone within the team is rowing in the same direction, being a leader becomes a bit easier. We must understand that we are essentially training our replacements. We as leaders are adding to the foundation built for us. We must continue a fostering environment of delegation and empowerment as leaders.

Finally, I feel innovation is key within leadership. Being on the cutting edge of all items related to EMS. Innovation will keep an organization ahead of other like groups. One can remain innovative by utilizing all the points I mentioned above.

All the characteristics I listed above I feel I can continue to bring to the NAEMT Board. With my years of experience in Emergency Medical Services as a field provider and as a supervisor within my home department, my mentors have shown me ways to become an effective and develop my own leadership style. We have an opportunity to utilize all the leadership qualities of the board and paid staff to take the NAEMT to the forefront of organizations related to EMS nationwide.

3. One of NAEMT’s core values states that the association “shall conduct all aspects of our business with integrity and transparency, and adhere to the ethical standards of our profession.” What does this statement mean to you? Describe how you will work as a member of the NAEMT Board to safeguard this value.

The NAEMT is a strong voice for its members. To remain strong, our members must continue to have trust in its leadership. We do this by providing quality educational offerings, valuable member benefits, and a unified message concerning our profession to state and local officials as we carry the one flag for all of EMS. We have instituted

listening session for the members to they can be in tune with the operations of the NAEMT. We listen to our members needs and act upon those remarks. We must continue to have an open-door policy and be an approachable organization. Having such a strong stance of integrity and transparency is what got us to where we are today, and it is what will keep us strong moving forward. Being a board member is a big responsibility. Wish such, we must keep the interests of our members and those we serve in mind as we make business decisions concerning monies brought into the organization and how we give that return on investment to everyone we serve. I would continue to work with our paid staff and elected board members to remember our safeguards in place and stay focused on the mission at hand and the oath we undertake as members of the NAEMT. When folks think about EMS, they need to know that the NAEMT is there for them and will fight for the honored profession we all love.

4. How would you present the value proposition of NAEMT membership to prospective members?

Membership within the NAEMT provides numerous opportunities for prospective members. The NAEMT offers many tangible benefits with discounts on educational offerings, travel, and entertainment options. I feel that we can improve our approach concerning membership to prospective members who obtain an introductory membership as the take one of the NAEMT developed education courses as well.

Through direct follow up communication with those students and advising our state membership coordinators of classes so they could make a face-to-face presentation would be helpful as well. The NAEMT membership committee and the continuing efforts to recruit new state membership coordinators has been successful in many ways. As the South Carolina membership coordinator, I have been able to disseminate information to services and potential members. Having resources readily available to conduct membership information sessions has been made possible by the strong support of the NAEMT staff.

As we represent the NAEMT, it is just as important that we explain the benefits of membership to the service providers. There are continued efforts by Savvik to give buying powers to our agency members and recruit more suppliers as well.

As a forward voice for NAEMT, one should familiarize themselves with all the benefits of membership and as we speak to people, listen to their needs for future member benefit options.

There are not many places out there where for a mere \$ 35.00 you can get the vast of benefits currently offered with so much more to come. With the discount offers to EMS Expo and the AD&D, our members get one heck of a deal.

Personally, the biggest benefit I have gained from my membership has been the ability to network with EMS professionals from around the world. That is invaluable.