

**Paul Gleason Lead by Example Award**  
**Talking Points**  
**May 2004**

**General Points**

- The Paul Gleason Lead by Example Award recognizes individuals and groups in the wildland fire community who stand out because they are leaders, mentors, and innovators.
- Recipients of the award consistently practice and model established wildland fire leadership values and principles that were created to define effective leadership and help guide leaders' decisions and actions.
- This award is sponsored by the NWCG Leadership Committee.
- Go to [www.fireleadership.gov](http://www.fireleadership.gov) for more information.

**Background**

- The awards are named after Paul Gleason, who was a leader among firefighters and always put safety first.
- During his firefighting career, which spanned several decades, Paul led and mentored firefighters, studied and taught wildland fire, and set a high bar for integrity and leadership both on and off the fireline.
- Paul developed the LCES (Lookout, Communication, Escape Routes, Safety Zones) concept that became the foundation of wildland firefighter safety.

**Mechanics**

- Recipients are recognized in one of three categories: 1) Mentoring and Teamwork; 2) Motivation and Vision; and 3) Initiative and Innovation.
- Nominees for the award come from federal, state, tribal and local wildland firefighting organizations, and they may be firefighters, fire managers or support personnel.
- Nominations are accepted year-long until December 31. Selections are made by January 31, and the awards presented soon after.
- Recipients will be evaluated and selected based on specific criteria that address the accomplishment or act, alignment with values and principles, and the scope or impact of their contribution.