



**ICAR - 2025**

***HOW MANY FUNERALS DOES IT TAKE?***

*Presented by: Terry Miyauchi, Arizona Department of Public Safety, Commander (retired)*



## YOUR IDEAL TEAM?

If you could form your own team, what would it look like?

Who would be on it?

What traits would these people have?

What traits would you reject?



FOCUS ON TEAM  
VERSUS  
FOCUS ON SELF



## BRUCE W. HARROLLE

**End of Watch:**  
*Monday, October 13, 2008*

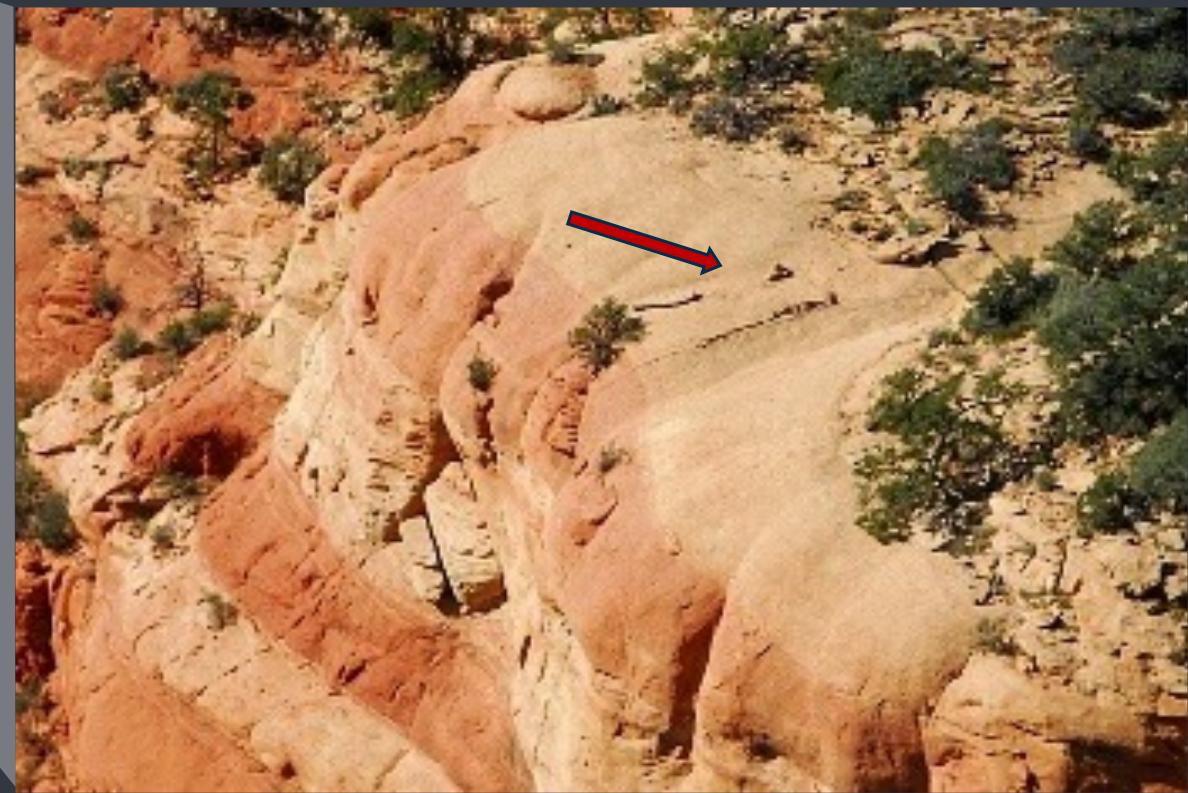
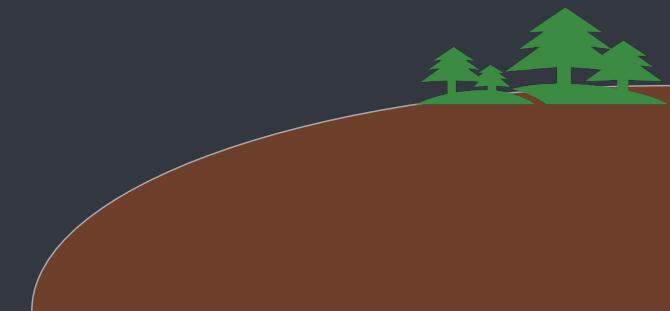
**Age:**  
36

**Badge:**  
5669

*AZ DPS Officer/Paramedic Bruce W. Harrolle was killed while assisting with a search and rescue mission of two stranded hikers. Officer Harrolle was struck by the helicopter's rotor blades and fatally injured. Officer Bruce Harrolle, 36 years, is survived by his wife, two young children, and parents.*



THE MISSION



THE INCIDENT

# THE TEAM FAILURE



*How many funerals does it take?*



*“How we live and work across our teams and boundaries....is more important than any equipment or technology we have”*



## WHAT IS THEIR IDEAL TEAM?

*What traits do they need and want...and reject in you?*

- ❖ **Lose Your Ego**
- ❖ **Promote Excellence**
- ❖ **Recognize Bad Days**
- ❖ **Manage Only Up or Out**



## IDEAL TEAM CULTURES:

- ❖ Every Organization has a Culture...Good or Bad
- ❖ Every Team Member has an Influence on that Culture...Good or Bad

Challenge: **"Who's Your Bruce"**



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