

After Action Review

Putting People First



It is important that after all emergency events After Action Reviews are conducted to ensure learning and improvement occurs within your organisation.

Capture lessons learnt and improve the way your team responds to emergencies.

An After Action Review (AAR) is a structured review process for analysing what happened, why it happened, and how it can be done better.

Capture lessons learnt and improve the way your team responds to emergencies by embedding AAR's into your organisation.

AAR's are facilitated by Mat and Sue, two emergency management specialists each with over 15 years practical experience with emergency service response agencies and local government. They received a Resilient Australia Award for their innovative recovery strategy, an LGPro Excellence Award for their multi-agency field exercises and an "Excellence in Emergency Communications" Award from EMPA post the South West Fires.

They have comprehensive first hand experience on the front line and have led teams through a variety of major emergencies.

Uniquely, they are positioned to take a holistic approach in conducting After Action Reviews because they have a deep understanding of operational realities combined with a practical understanding of the legislative responsibilities of Council before, during and after emergencies.

After Action Reviews are examples of continuous learning. They create best practices for the future.

"We cannot solve our problems with the same thinking we used when we created them."

Albert Einstein

Benefits:

- After Action Reviews help you think better.
- Thinking leads to doing, and smart thinking leads to smart execution.
- By sharing knowledge up, down and across your organisation you not only build trust throughout each directorate but each directorate has the ability to improve as one.
- Creates a knowledge pool of organisational learning.
- Enables good decision making.
- Sparks creativity.
- Minimises interpretation.



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Outcomes:

- Team members acquire a more complete knowledge of both the technical and human factors problems that they confront, enabling them to develop plans for doing better when faced with similar problems in the future.
- Teams will be more adept at setting more realistic and achievable performance goals.
- Team members gain confidence in themselves and their team mates knowing that corrective action is taken when problems occur.
- Through discussions team members develop a common perspective or perception regarding the successes or problems that were encountered. This provides the team with a common reference point which they can build upon in the future.



Commit to a culture of continuous organisational learning and improvement.

Why us?

- All AAR's will be facilitated by two emergency management specialists each with over 15 years practical experience with emergency service response agencies and local government who have significant experience in conducting AAR's post emergency.
- We care as much about how results are achieved as we do about the results themselves.
- Discussions will be held in a safe and caring environment where participants feel confident to share their experiences therefore providing valued contributions resulting in better learning outcomes.
- AAR's can be conducted via a mixture of group workshops and individual discussions.
- Results are focussed on processes not people.
- At the conclusion of the AAR you will receive a comprehensive report outlining key learning outcomes.

