



AAR Expect Programme

Develop your leadership, facilitation and listening skills by learning how to conduct an After Action Review.

Whatever your role you come across difficult and challenging moments each and every day. Moments that make you smile and some that sadden in a disproportionate way. They are often unexpected and whatever you planned for today didn't quite happen the way it was supposed to. How you deal with those moments can often define the way you, your team and your service progress and grow.

There are moments that can be influenced – moments when all the plans, goals and objectives of our professional lives meet the individual and complex lives of those around us. When you see the world as it is and you begin to think about how to respond and behave.

The After Action Review (AAR) Conductor training day won't make any of that disappear - only you can do that. But what it does do is provide you with a valuable and unforgettable experience. An experience that will give you confidence, connect you to a network that supports your endeavours and provides you with an insight that will help you act in the moment.

This one day introduction to AAR will provide you with an overview to the four phases of good and productive interactions.

- What was expected
- What actually happened
- Why was there a difference
- What has been learned

What will you get from the day?

Conducting an AAR requires many skills. The AAR can offer an insight into performance and team work which draws on all the elements that influence your performance such as leadership, culture and collaboration. The attributes required to guide a learning AAR are;

- Leadership
- Communication & Teamwork
- Values and Principles
- Courage

It is these attributes that will be explored on the day. You will engage in stimulating debate, challenging group work but

AAR Definition

An After Action Review (AAR) is a discussion of an event that enables the individuals involved to learn for themselves what happened, why it happened, what went well and what can be improved. AAR is a timely intervention that seeks to understand the expectations and perspectives of all those involved. It generates insight, lessons learned and leads to greater awareness, changed behaviours and agreed actions.

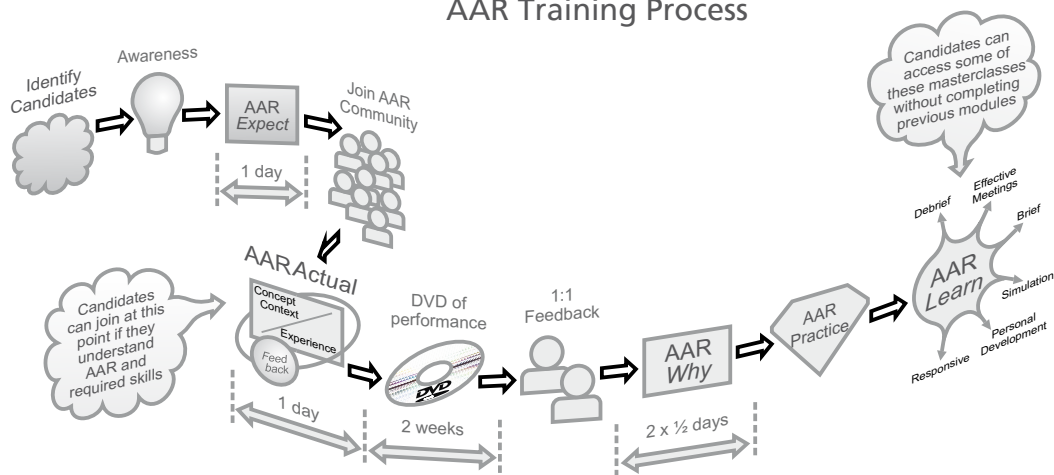
Email: AAR@uclh.nhs.uk
 Email: AAR@bsuh.nhs.uk

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AAR Training Process



ultimately you will apply your learning in a series of exercises. It is from your own personal experience that you will gain insight, grow and change.

Learning that influences behaviour does not happen by chance, the right environment needs to be created and supported.

- It is open, honest and safe
- Everyone contributes – the truth is in everyone’s story
- It creates a no blame environment where learning is valued
- It can discuss mistakes, poor performance as well as excellence
- It discusses changes, behaviours and action owned by those present
- It requires facilitation (conducting)
- Courage is required – by all
- Empowers at all levels

AAR exists to create a personal and team opportunity. It offers the chance to learn and share and ultimately to improve

personal, team and organisational performance. The AAR Conductor understands that organisational dialogue is vital to the success of the team and also the success of the staff. Each time we communicate, share and interact we create an opportunity – you choose what becomes of the chances that come your way each and every day. Simply ask yourself “in what profession is it acceptable not to share learning?”

AAR has the potential to change organisational culture and behaviour.

AAR has the potential to create an inspired moment - the light goes on and new behaviours can be seen and understood. The organisation grows by the insights gained by its most valuable asset - **YOU**.

The After Action Review training will challenge you in a way rarely achieved by traditional teaching. Through individual and group learning and experiential opportunities your confidence, leadership, interpersonal skills, facilitation, mediation, resolution and learning skills will all be developed.

AAR Conductor training is open to all professions and levels of staff. It is not your hierarchical position that is important to AAR but your desire to improve your world and the experience of staff and patients.

If you would like to discuss further or for an application form please email AAR@uclh.nhs.uk or AAR@bsuh.nhs.uk.

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