

WANT TO CAPTURE LEARNING? ... DEBRIEF WHILE IT'S HOT!

'I hear and I forget. I see and I remember. I do and I understand.'
Confucius 551-479 BC

WHY 'HOT' DEBRIEFS?

- It is the best way to capture team experience and convert to knowledge that can be acted on.
- Is it true that human beings will remember close to 90% of what they experience as opposed to more like 10% of what others just tell them? Yes!
- Stressful peer team simulations have a powerful, bonding effect on teams by empowering staff with personally owned experiences. They remember how to operate properly.
- Hot debriefs properly executed will convert this experience to knowledge, and that knowledge to company power. 'Armour-up' your company against commercial adversity.

HOW DO YOU DO THEM?

- Firstly the debrief will fail if the exercise is not properly observed and it does not include competent counter players.
- Do them immediately post-exercise so hot gut feelings are expressed. People speak more transparently after winning through difficult situations.
- Do them in the very operational room so facilities are a focus. Debrief where you played.
- Do them fast and accurately with a disciplined approach so participants know the activity finishes after the hot debrief.
- Do them this way. Controllers give their main observations; counter players give their experiences and perceptions; team participants reflect on their experiences and actions and the C-level leader summarises and projects into the future
- Do them efficiently to capture knowledge, skill and attitudes. Have them delivered in a fast report and go to action.



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