

iTS AAR Conductor Development Day (iTS AAR CDD)

The iTS AAR Conductor Development Day is designed to equip people with the skills, knowledge and motivation to lead and participate in After Action Reviews (AARs). The cohorts of people you take through the iTS AAR Conductor Development Day will be your future champions, advocates and trainers of others, as well as able to lead successful AARs and help teams learn effectively together.

The core curriculum provides both the complete beginner and the experienced facilitator with a broad insight into the theory and purpose of AAR, why it is needed in today's organisations and how it is being used in other settings.

The skill-development element of the iTS AAR Conductors Development Day ensures delegates learn how to lead AARs through an exercise-based learning environment. Delegates are divided into four teams and challenged to compete with each other over a series of team exercises. Practice AARs help them learn from the experience and identify improvements for the next exercise. A recording of the AARs is made and played back for the whole room to learn about the skills of facilitating an AAR. The course is designed for 16 participants and always receives very high ratings from delegates.

As a result of the iTS AAR Conductor development participants will: -

1. Facilitate AARs for groups of people of all grades and know what is different when leading an online AAR
2. Describe the four components of a successful AAR
3. Explain how the AAR Conductor creates psychological safety during an AAR
4. Distinguish between first and third person language and know how to use both to support learning.
5. Identify suitable and unsuitable topics for AARs
6. Name personal barriers which might get in the way of conducting AARs
7. Explain how AAR is different to other learning methodologies
8. Describe why AAR supports organisations to thrive.
9. Explain the value of the expectations question
10. Explain the potential pitfalls when conducting AARs and how to mitigate them.
11. Name research evidence that illustrates the beneficial impact of AARs

“One of the best training sessions I’ve had in my NHS career – thank you.”

Director of Patient Safety July 2022

How to set up the iTS AAR Conductor Day

The minimum time from booking to delivery of the iTS AAR CDD is 4 weeks. The critical components of the iTS AAR CDD is threefold: Having the right people in your organisation selected and available to participate, securing a large room in the right location for the delivery of the training and engaging with senior leaders to ensure a pipeline of AAR topics is created for those who have trained. We can deliver the training in your own building, or another one of your choosing.



What are the “take homes” from the iTS AAR CDD?

Each delegate will be sent an electronic version of the delegate pack, a certificate and the feedback report after the day. All participants will receive login information for 12 months access to a unique resource – the Members Area of the iTS AAR website where they will find all the resources they need and plenty of reading material to help them in their role as AAR Conductors.