

## iTS AAR Conductor Development Programme (iTS AAR CDP)

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

The iTS AAR CDP introduces the principles of AAR and BAR and teaches people to facilitate online and blends theory with practice to provide a rich learning experience. Over five x two-hour sessions cohorts of 8 participants will observe, lead and participate in online AARs themselves, with actors joining one workshop to deliver a rewarding learning experience.

As a result of the (iTS AAR CDP) participants will be able to: -

1. facilitate an online AAR for groups of people of all grades and know what is different when leading a face to face 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 online and how to mitigate them.
11. name research evidence that illustrates the beneficial impact of AARs

### How to set up the iTS AAR Conductor Programme

The minimum time from booking to delivery of the iTS AAR CDP is 6 weeks. The critical components of the iTS AAR CDP are as follows: -

1. Selecting the 5 times and dates over a three-week period for each of the two-hour workshops for every cohort of 8 participants
2. Having the right people in your organisation selected and available to participate,
3. Sharing pre course information so all know what to expect. Our recommendation is that this is done via a 30 minute “launch” online presentation.
4. Engaging with senior leaders to ensure a pipeline of AAR topics is created for those who have trained



### What are the “take homes” from the iTS AAR CDP?

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.