Creating the conditions for success

The four components of the TTT journey

The successful introduction of After Action Review (AAR) into an organisation requires full engagement on the senior leaders and a well-designed and executed communications strategy. Despite the apparent simplicity and logic of the AAR model, there is likely to be resistance as it is a more transparent way of working and makes demands upon leaders to create the time to engage their teams in reflecting on events and designing solutions in new ways.

There are a number of similarities that matter in every setting which when attended to, will support the successful introduction of AAR and deliver the long term benefits of organisational learning. And there are unique features in every context that need to be appreciated to create the conditions for success.

So many transformations and organisational development initiatives fail because of overconfidence in the willingness of people to change. Our expert support is designed to provide a realistic understanding of how to help people to change and achieve all the great benefits of team synergy, continuous learning and the positive energy that comes with regular use of After Action Review.

As a result of our support in creating the conditions for success

1) Staff will quickly build trust and confidence in the AAR approach
2) The operational implementation of the AAR model will run smoothly
3) The pipeline for AAR activity will build at pace
4) Traction for the initiative will be achieved and the benefits of rapid actionable learning realised in a timely fashion.

How to access the support for creating the conditions for success

Representatives from Communications, HR and the Leadership teamwork with us to plan the communications strategy, integrate the AAR approach into existing frameworks and ensure support and direction is provided from the top.

What are the "take homes" of the support package?

- Comprehensive content designed for your needs; for example, intranet/SharePoint sites, leadership presentations, team briefings, town halls and slack channels
- Guidance on the timing and pacing of the integration strategy
- Expert advice to ensure all essential operational aspects are introduced
- Targeted support for engaging the leadership/board