



AARActual

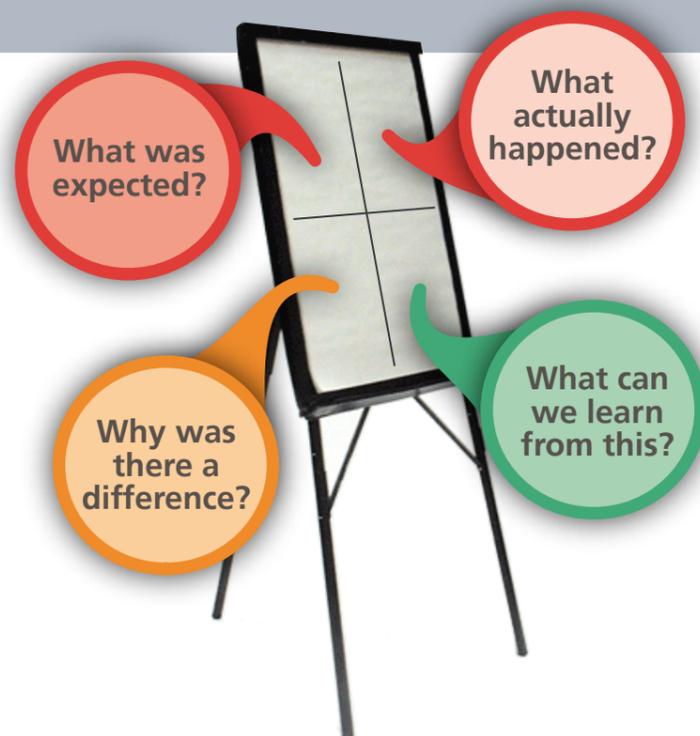
AAR Definition

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.

Having attended the After Action Review (AAR) introductory day or spent time with the AAR team you have a good understanding of the potential of AAR for you and your team. You have experienced AAR in a group setting but now it is time to develop your personal skills further on the AARActual day.

Building on the experience and principle of your introduction you AARActual will allow you to practice and develop your personal ability to handle challenging moments and lead groups from blame to learn. The day will have four component elements.

- 1 A review of the framework, principles and attributes required to conduct an AAR. This will include setting the right ground rules and conditions and also learning how to identify and handle key moments that come along.
- 2 You will undertake some simulated practice of AARs, supported by other delegates and the education team. These will be realistic and meaningful recreations of the dynamics faced in the workplace on a regular basis.
- 3 The practical experience will be debriefed in teams and with experienced facilitators.



Debriefing is one of the most important tools for the generation of personal insights that will lead to changed behaviour and practice and ultimately improved performance.

- 4 The individual learning for each delegate and the teams on the programme will be explored and shared. The possible next steps and some tips to local implementation will also be discussed.

AARActual is a powerful day, if you would like to come on the day ask yourself some important questions. Why do I want to attend the AARActual session? what do I want to achieve from it? am I prepared to learn about myself and how I respond in group dynamics?

If you are interested in developing further please do not hesitate to get in touch with us, we would welcome a discussion on your learning and your future growth.

“ The course was excellent – certainly one of the best I have been on in 20 years. ”

“ I feel I have learnt something that I am actually able to take forward. Often with such courses it doesn't obviously have a purpose, therefore you forget what you have learnt. ”

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