

Coaching Notes from Coaching Culture

Episode 58: The After Action Review (AAR) The Culture Code Series

Part 4



The After Action Review

1. What just happened?
2. Why did it happen?
3. How can we do it better?

The Navy Seals

- After every training mission and mission

4 Benefits

1. Create shared vulnerability- people feel safe to fail
2. People will take ownership
3. Empowering them to discover their own solutions to their problems
4. You are going to get more information! (Shared information)

Building a Shared Mental Model- Shared Cognition

-See the truth and take ownership!

-See, thinking, and reacting in the same way to operate the best as a unit together.

You have to make space **INTENTIONALLY** for them to be able to share what they saw together!

Halftime AAR

- Sit in a circle!
- What went well?
- What didn't go well?
- How can we do things better?
- Keys for Coaches
 - Embrace feedback!
 - Take suggestions!

Annual Retreat- Boomer Roberts

- TELL THE TRUTH MEETING- Powerful Question: What needs to be said? Who needs to be challenged? Who needs to be celebrated?
- Players can challenge coaches!

- When you are challenged you can only say “Thank you!”
- Will take a while!

Stage an A.A.R.

- Encourage a couple players of high and low influence to point out something that didn't go well in practice and be specific! Coach them up on it!
- When a few players step up, speak up—feedback is embraced (coach models taking feedback)

Captain's AAR

- Weekly!
- How are things going? What do we need to do better? How can I coach better? What's going on with the team dynamics?

Addressing challenges of time and uncertainty:

- BEFORE ACTION REVIEW- Emphasis or focus for the game or practice...
- So in the after action review you come back to that emphasis and you will all have identified!

Structured A.A.R.

- Coach it up!
- Questions that they know are coming helps them to focus on the right things!

Film Sessions

- You want an interaction not a presentation!

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