

# **Improving Deployment Outcomes and Preparedness**

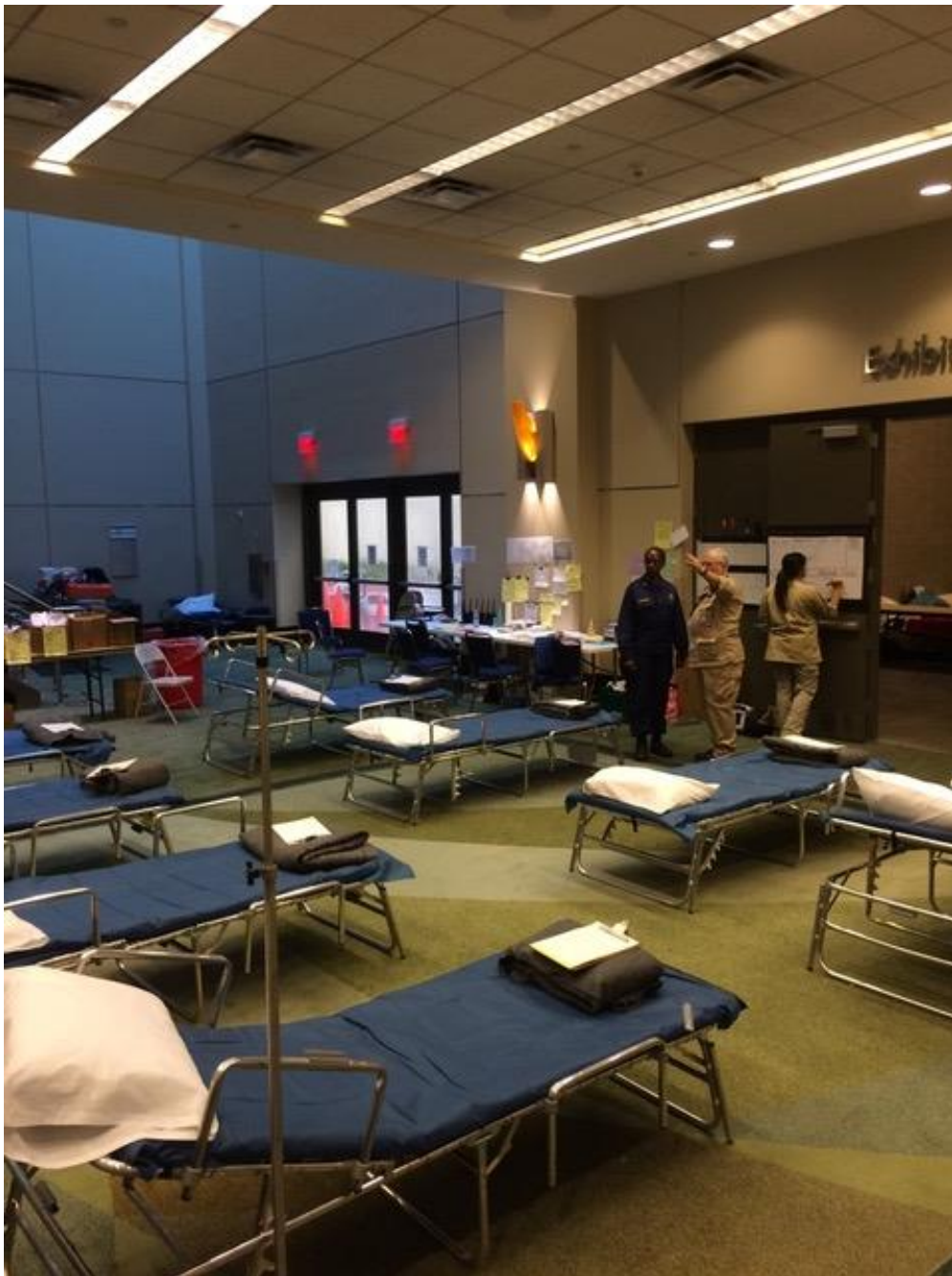
**Through the Application of  
Lessons Learned,  
After Action Reviews,  
Hot Washes, and an  
Effective Deployment Training  
Program**

# DISCLOSURE

## USPHS Scientific and Training Symposium

- ❑ **DISCLOSURE:** In compliance with continuing education requirements, all presenters must disclose any financial or other associations with the manufacturers of commercial products, suppliers of commercial services, or commercial supporters as well as any use of unlabeled product(s) or product(s) under investigational use.
- ❑ CDC, our planners, presenters, and their spouses/partners wish to disclose they have no financial interests or other relationships with the manufacturers of commercial products, suppliers of commercial services, or commercial supporters. Planners have reviewed content to ensure there is no bias.
- ❑ Content will not include any discussion of the unlabeled use of a product or a product under investigational use.
- ❑ The Centers for Disease Control and Prevention and PHS Commissioned Officers Foundation are jointly providing the CNE for this activity.
- ❑ *CDC did not accept commercial support for this continuing education activity.*





# Improving Deployment Outcomes and Preparedness

- ▶ CAPT Robin Hunter Buskey
- ▶ CDR Matthew Weinburke
- ▶ CDR Zanethia Eubanks
- ▶ LCDR Neil Bonzagni



# Purpose

- ▶ The purpose of this presentation will be to describe the importance of utilizing lessons learned, After Action Reports (AARs), hot washes, and an effective deployment training program in order to improve deployment outcomes and preparedness.



# Objectives

- Identify pre-deployment training needs in order to improve deployment outcomes.
- Demonstrate how to conduct an effective After Action Review/Hot Wash.
- Discuss the key elements of an AAR and Hot Wash and show how to properly use lessons learned from a deployment to develop best practices for future deployments.
- Explain how to implement an effective change of leadership/command transition during a deployment.



# Pre-deployment Training Needs

- ▶ Describe the RedDog training requirements?
- ▶ Demonstrate the attributes necessary for deployment readiness (e.g. didactic, physical, clinical, discipline)?
- ▶ Identify the aspects that are needed to form the Training Team Group (TTG)
- ▶ Just in Time training for pre-deployment.
- ▶ Using training to assess competencies.



# Pre-deployment Training Needs

- ▶ What are training topics addressed by the TTG?
  - ▶ Professional partners (e.g. DMATS, HHS, States, etc.)
  - ▶ Target populations
  - ▶ Personal safety
  - ▶ Selected health conditions
  - ▶ Austere conditions
  - ▶ Situational awareness







Training is incorporated throughout a deployment.

# Conducting an Effective After Action Review/Hot Wash

- ▶ Define and differentiate between a Hotwash vs After Action Review (AAR).
- ▶ Describe the benefits of mission debrief?
- ▶ What are some of the effective methods used to gather post mission information, feedback and outcomes?

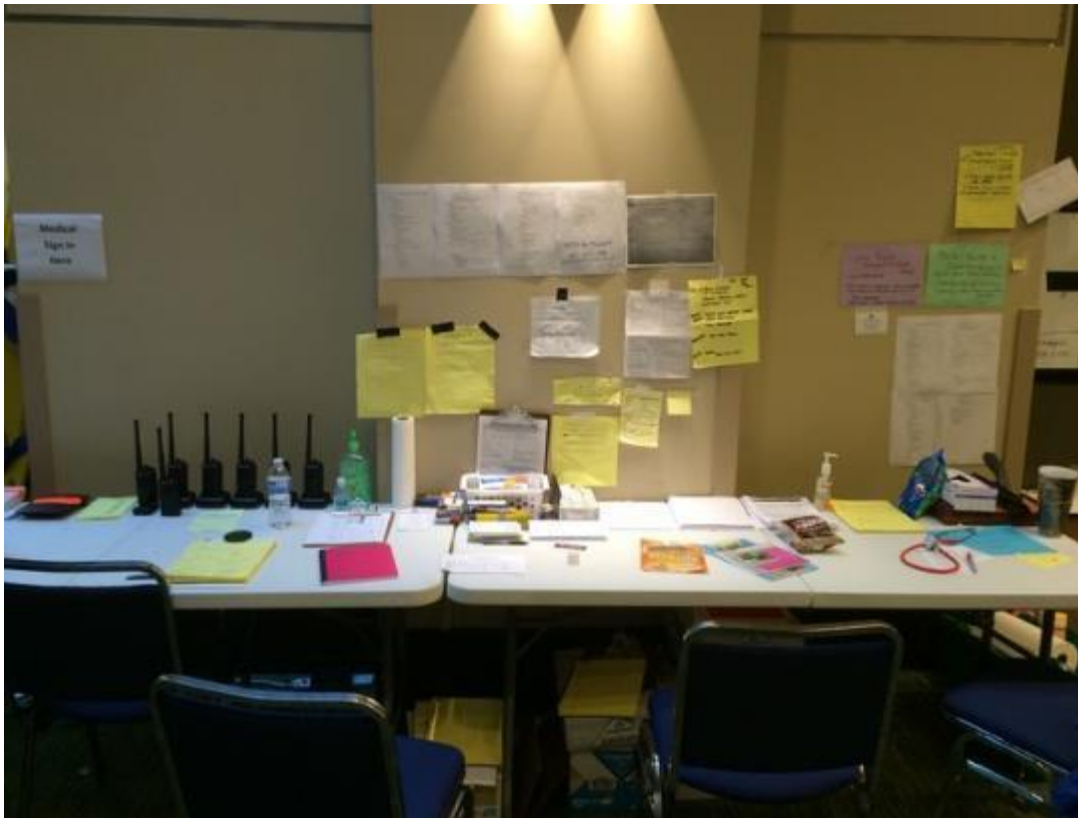


# Key Elements of an AAR and Hot Wash

- ▶ Timely reporting during mission.
- ▶ Submit suggestions with reporting.
- ▶ Conduct pre-AAR/Hot Wash inquiry to identify themes/topics.
- ▶ Invite team participation very soon after event
- ▶ Use verbal, written, photos



# Key Elements of an AAR and Hot Wash



# Key Elements of an AAR and Hot Wash

- ▶ Relate to key themes, mission goals and/or outcomes
- ▶ Use of prompting questions or tools
- ▶ Event details (e.g. title, date, mission, resources/staff, partners)



Identify strengths, challenges, areas for improvement, items for follow up.



# Using Deployment Lessons Learned to Develop Best Practices

- ▶ Provide an overview of deployment experiences to the team.
- ▶ Reporting on small missions (i.e. strike team concepts) that team members participate in (e.g. Boston bombing, Sandy Hook shooting, Zika, Flint Water Crisis, Rosebud, South Dakota).
- ▶ Use past deployment experiences as orientation for new team members.



# Using Deployment Lessons Learned to Develop Best Practices

- ▶ Describe the mission set up (e.g. McAllen, Texas, Hurricane Sandy).
- ▶ Compare and contrast challenging deployments (Hurricane Gustave) with smoothly run deployments (LA Flooding).
- ▶ How to use table top exercises.
- ▶ Support integrated team training experiences sponsored by other agencies (e.g. Homeland Security/FEMA/HHS:ASPR).
- ▶ Engage with other experts (e.g. CDC, DOD, NGOs).





# Using Deployment Lessons Learned to Develop Best Practices



# Utilizing Training to Implementing an Effective Change of Leadership During a Deployment

- ▶ Mentorship during event.
- ▶ Applying best practices from past deployments; each outcome bears a lesson.
- ▶ Utilizing lesson learned.
- ▶ Engaging the individuals and team.
- ▶ Identify topics and strategically plan presentations in-between call months.





# Improving Deployment Outcomes and Preparedness

## Acknowledgements



# References

- ▶ Readiness and Deployment Operations Group (RedDOG). Available at [https://dcp.psc.gov/ccmis/DCCPR\\_readiness\\_and\\_deployment\\_m.aspx](https://dcp.psc.gov/ccmis/DCCPR_readiness_and_deployment_m.aspx)



# Improving Deployment Outcomes and Preparedness

Questions?

