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#### The Post-Mission Debrief Starts IN MISSION

- Training Axiom: 85% of all learning happens after the event
- The only way to promote the learning is to do a thorough After Action Report (AAR)
- To perform a thorough AAR, EVERY team member has to participate
- To perform a thorough AAR, even members who aren't inside the target (inner and outer perimeter and guard stations) have to be included
- All team members who respond to call out have to be included.

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OFFICER VIRTUAL ACADENY



# The Written After Action Report

- Written by designated team member team members take turns
- Should include:
  - Floor plans of target
  - Diagrams of location/property
  - List of occupants and any known concerns
    Criminal histories
  - Intel on weapons on site
  - A copy of the search warrant



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## **The Formal Debrief**

- Includes every team member, on the op or not
- Is a learning experience and environment
- No rank except as to control the meeting environment
- Is a detailed discussion off all events EXCEPT:
  - If any action is to be investigated or is being investigated by Internal Affairs, that moment in time is NOT discussed in debriefs/AARs. It is a "blip" in time.

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## **The Formal Debrief**

- Formal debrief is performed in a chronological format with actions as closely laid out, member by member, in time occurred order.
- Bullet point all items/actions of value
- Bullet point all items/actions of concern
- Leave all egos at the door.
- Nothing is personal.

## **The Formal Debrief**

- What questions need to be answered:
  - What were the actions of each member? • What each member did that could be improved.
  - What each member did that corrected an error • Or covered one
  - What mistakes were made at the individual level?
  - What mistakes were made at the team level?
  - What equipment deficiencies were identified?
  - What training needs were identified?

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# Training & Equipment Deficiencies

- The only part of the Formal Debrief that is shared outside the team
- Identified performance errors and training deficiencies are scheduled for training focus
- Identified equipment deficiencies are separated into two categories:
  - Maintenance need
  - Replacement/Budget need
- Only shared outside the team, up the Chain of Command as

necessary FICER VIRTUAL)