

Managing People & Learning Lessons

Chris Bearman, Ben Brooks, Christine
Owen, Steve Curnin & Peter Hayes



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The interrelationship between humans, the tools and equipment they use in the workplace, and the environment in which they work

(Kohn, Corrigan & Donaldson, 1999)

**| Team
Management,
Decision Making &
Organizational
Learning**



Team Management, Decision Making & Organizational Learning

Key Research Findings

- Emergency Management Breakdown Aide Memoire (EMBAM)
- Team Process Checklist (TPC)
- Task Analysis of State & Regional Control Centres
- Suite of Decision-Making Aide Memoirs for Emergency Management Practitioners.
- Strategies to Enhance Creativity
- Established the Extent of Best Practice Decision-Making With End-User Agencies
- Identification of organisational learning practices that support research utilisation
- Development of an evidence-based research utilisation maturity matrix

Key Utilisation

- Tools are being actively used for Emergency Management.
- Agencies are changing their policies to incorporate the tools.
- Tools are being used by observers to evaluate performance
- Tools are being used to structure response plans
- Tools are being included in AFAC resources
- A guide for decision-making in a crisis has been developed
- Self-assessment tools have been developed
- Training courses have been developed
- Research workshops are being conducted
- Strategies to support application are being discussed with key industry groups (eg AFAC KIRUN group)

Potential for Further Utilisation

- Adoption of the tools by more end-users
- Integration of training materials into advanced courses
- More integration of tools into AFAC material and agency operational doctrine
- More use of tools by observers to evaluate performance
- Use of decision-making injects/expertise in exercise design
- Refinement of techniques to build creativity in decision-making
- Further exploration of options to improve cognitive health and brain plasticity
- Providing a research utilisation and organisational learning self-assessment matrix for agency use