

Facilitated Learning Analysis

‘Reinforcing High Reliability by
Taking a Hard Look at Near Miss’



Tassie Fire Conference

Hobart, Tasmania

September 21, 2007







“PIG”



“PIG”



Three Concepts



Three Concepts

1.

Learning

Blame



Three Concepts

2.

Not re-fighting the past fire. What fire are we fighting?



Three Concepts

2.

Not re-fighting the past fire. What fire are we fighting?

“Recognition Primed

Decision Making”



Three Concepts

3.

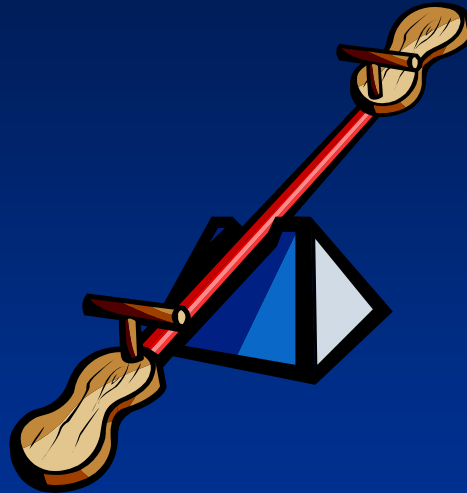
AAR on Steroids



Three Concepts

1. Blame

Learning



2. Not re-fighting the past fire. What fire are we fighting?

3. AAR on Steroids

Examples

- **Nuttall Entrapment Investigation (July 2004)**
- **I-90 / Tarkio (August 2005)**
- **R-5 Brake Maintenance (June 2006)**
- **Devil's Den (2006)**
- **Camden (March, 2006)**
- **Little Venus (July 2006)**
- **Balls Canyon (July 2006)**
- **East Roaring (July 2006)**
- **Derby Helicopter Evacuation (August 2006)**
- **Deep Creek Tree Felled on Pick-up (August 2006)**
- **Gash Creek (September 2006)**
- **Lessons Learned- Escaped Prescribed Fires (Oct. 2006)**



Examples 2007

- Madison Arm Fire- Engine Entrapment
- Ahorn Fire- Div / Sup Shelter Deployment
- Poe Cabin- Three Burned Firefighters
- Rombo Fire- Snag Injury



Frequently Asked Questions



The Emerging Fire Management Culture includes:



- Pulaski / Doctrinal Documents
- Human Factors Workshops
- Leadership Curriculum- AARs
- Lessons Learned / Learning Org.
- ‘Just Culture’
- Theory ‘X’ / Theory ‘Y’
- High Reliability Organizations / MTU
- “Innovation, Discipline, Execution”
- Crew Resource Management
- LCES Workshop
- Hazard Trees
- WFSTAR
- Six Minutes for Safety
- Safenet
- Fire Fit Program
- Wildland Fire Radio Communications
- ***Facilitated Learning Analysis***

Balancing Values

- Theory 'X'
 - External Accountability
 - People are not trusted
- Theory 'Y'
 - Internal Accountability
 - Trust is everything



Judgment Call

SAI?

Facilitated Learning?

AAR?



Safety Assistance Team



Safety Assistance Team

- analysis designed for learning
- presented in a facilitated format designed for learning.



Thanks



- Questions?

- Arguments?