



Why debrief?

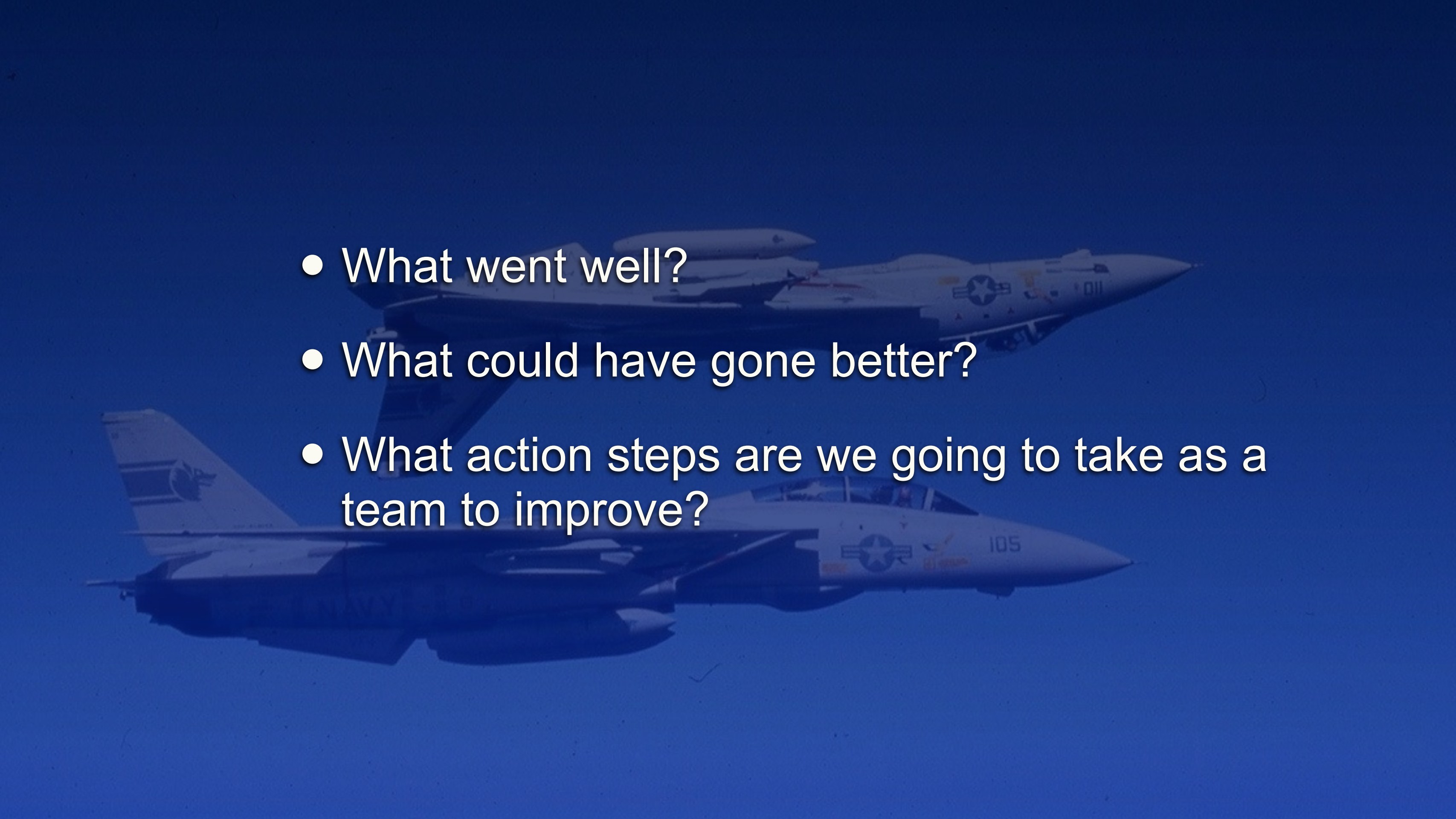
Debrief

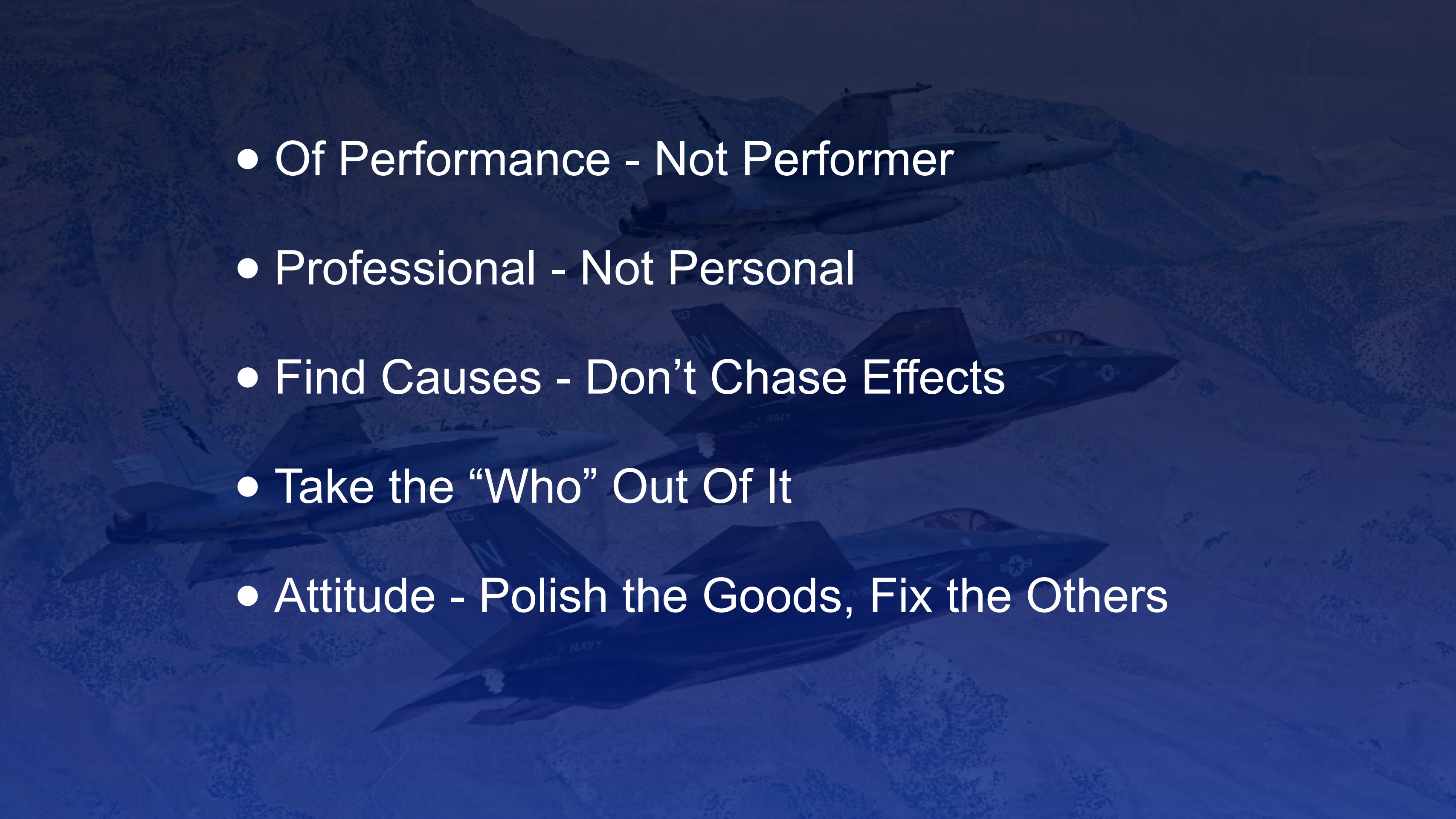
- Increases confidence, learning, positive environment
- Forum for feedback, helps build trust, focus on positive, increases learning
- Debrief wins and losses - lessons learned, best practices
- Drives improvement faster/gives closure
- Acknowledgement of all team members, celebrating positive, builds confidence

- Enables continuous improvement
- Reaffirms action items
- Positive accountability/ownership
- Relationship builder - changes mindset to positive
- Applications - from Formal reviews to Hallway debriefs

Debrief

How can a Debrief be used to increase performance, trigger continuous improvement and help sustain a positive high performance culture?

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- The background of the slide features two F-16 fighter jets flying in formation against a clear blue sky. The jets are positioned diagonally, with one in the upper right and another in the lower left. Both aircraft are white with dark markings, including a star insignia and the number '105' on the lower jet. The overall image has a semi-transparent blue overlay.
- What went well?
 - What could have gone better?
 - What action steps are we going to take as a team to improve?

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- Of Performance - Not Performer
 - Professional - Not Personal
 - Find Causes - Don't Chase Effects
 - Take the "Who" Out Of It
 - Attitude - Polish the Goods, Fix the Others

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- A group of military personnel in flight suits are seated in a cockpit, engaged in a discussion. The image is overlaid with a semi-transparent blue filter. The text is centered on the left side of the image.
- Safe Environment
 - Humility
 - Transparency
 - Honesty
 - Positive Accountability



LSO WILSON TIME 1164 DATE 6/9/80

A/C NO.	GRADE	COMMENTS	WIRE	PILOT	LSO
1	71	OK SLO 90 (FAR)	4	CLARK	W
2	82	OK (NEPIM-IC)	3	OSMOND	W
3	77	OK (NEPAW) (HIC)	4	STUMPF	W
4		(1515)			
5	82	(OK) LOX TMP BIC-RN BOW	80	SINCLAIR	W
6	71	OK (FNU) (SLOAR)	5	SP	W
7	77	OK (NEPIM) (NEPIC) (LIG)	3	MAHER	W
8	82	(OK) LIG (SIC) FAR.	4	SINCLAIR	W
9					
10		(8/4/80) (0720)			
11	77	OK (FIM-IC)	3	SINCLAIR	M
12		(8/4/80) (1109)			
13	71	(OK) LIG (SADIC) COTL	3	CO	M
14	72	OK (LIG) (DLOOT)	4	BADDAMS	M
15	77	(OK) LIG LURAW (SLOIC)	4	OSMOND	M
16					
17		10/4/80			
18	71	OK (TWA) (LULOOT)	7/6	FRANCE	B
19	82	OK (LIG)	7/6	MAHER	B
20	77	OK	7/6	SP	B

REMARKS

OK or OK = Perfect pass


LSO BADDAMS TIME DATE 10/4/80

A/C NO.	GRADE	COMMENTS	WIRE	PILOT	LSO
1	71	OK (LIG) (ORIM) (PND) (NEPIC)	3	FRANCE	B
2	77	OK (TMPIC) (LIG)	√5	SP	B
3	82	OK (LIG) (HIC)	4	MAHER	B
4	77	OK (LIG) (DECAR)	3	SP	B
5		(1350)			
6	77	WOT		CLARK	B
7	82	(OK) LOX (HIM) (LIC) SHT	7/6	STUMPF	B
8	71	WOT	7/6	OSMOND	B
9	77	OK (LIG) (DECSIC)	7/6	CLARK	B
10	82	(OK) TMP HIC	7/6	STUMPF	B
11	77	— NEP DECSIC LOAR	7/6	OSMOND	B
12	77	(OK) (HIC) (COAR)	7/6	CLARK	B
13	82	(OK) HCOAW	7/6	STUMPF	B
14	71	OK (SLOW)	7/6	OSMOND	B
15	77	(OK) TMP HCOIM-AR NDIC	7/6	CLARK	B
16	82	OK (ORIM) (SLO HIC)	3	STUMPF	B
17	71	(OK) NEP SLO SIC (BAR)	√2 3	OSMOND	B
18	77	OK (HSLOCOAR)	√5	CLARK	B
19	77	OK (SRDIM) (DECAR)	5	CLARK	B
20					

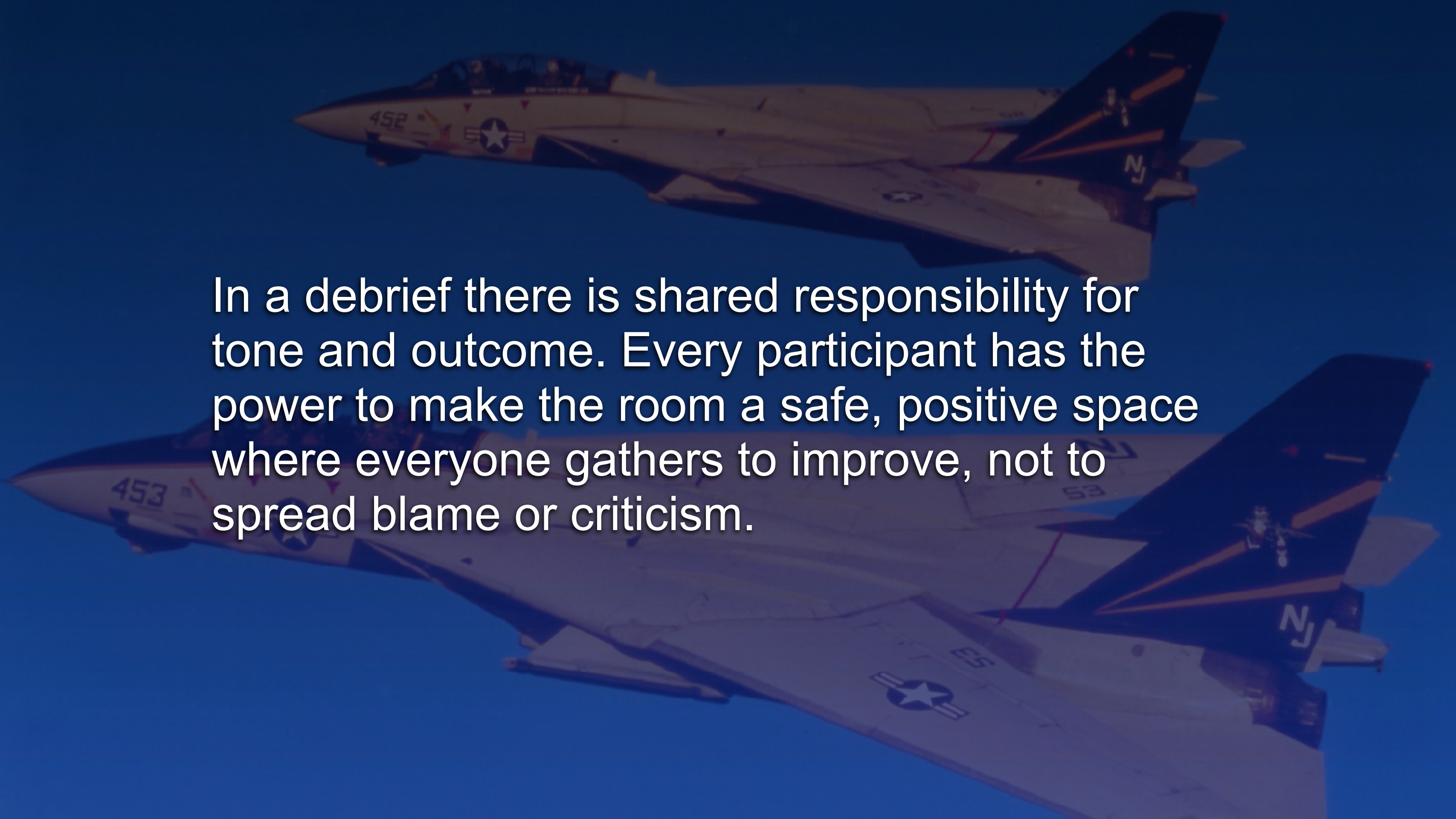
REMARKS

OK (underlined) with no other comment = PERFECTION



The image features three blue fighter jets flying in a staggered formation against a light blue sky. The jets are positioned in the upper left, middle left, and lower right areas of the frame. The text is centered in the middle of the image, overlaid on the sky and the middle jet.

Every member of the team - regardless of experience or position - is deeply valued and should have the respect of everyone participating.

The background of the slide features two F-35 fighter jets flying in formation against a clear blue sky. The jets are shown from a side-on perspective, with the lead jet in the foreground and the second jet slightly behind and to the right. Both aircraft are marked with the number '452' and '453' respectively, and feature the United States Air Force star insignia. The overall image has a semi-transparent blue overlay.

In a debrief there is shared responsibility for tone and outcome. Every participant has the power to make the room a safe, positive space where everyone gathers to improve, not to spread blame or criticism.

A person wearing a dark jacket is seen from behind, looking out at a city at night. The background is filled with colorful bokeh lights in shades of blue, green, and yellow, suggesting a festive or urban setting. The person's arms are slightly out to the sides.

Respect is key - As soon as disrespect is perceived,
the conversation becomes all about defending dignity



Positive criticism works - we move immediately to being negative and judgmental - placing blame

- Be sensitive to each other
- Be uplifting, build confidence
- Teammates do not have to be friends
- Respect does not mean approval

Debrief

How can a Debrief be used to increase performance, trigger continuous improvement and help sustain a positive high performance culture?