



COMPREHENSIVE FITNESS

AFTER ACTION REVIEW FACILITATOR

Is this you?

Your team gains valuable experience every day, but important lessons disappear before they can improve performance. You know after action reviews matter, yet finding the time, structure, or confidence to facilitate them can be a challenge. You want debriefs that encourage honest conversation, strengthen trust, and produce actionable recommendations instead of blame.



FOUR STEPS OF AN AAR



PARTICIPANTS WILL LEARN TO

- ✓ Facilitate psychologically safe after action reviews.
- ✓ Apply the Observation, Discussion, Recommendation (ODR) method.
- ✓ Ask questions that uncover lessons and drive learning.
- ✓ Turn experiences into actionable organizational improvements.
- ✓ Build a culture of reflection, trust, and continuous learning.

KEY OUTCOME

Develop the confidence and practical skills to facilitate meaningful after action reviews that transform experience into learning, strengthen teams, and drive continuous improvement.

WHO SHOULD ATTEND

Ideal for supervisors, trainers, team leaders, project managers, coaches, and anyone responsible for facilitating learning, leading debriefs, or improving organizational performance.

TRAINING FORMAT

Method: Highly interactive and experiential, participants conduct guided debriefs, practice the Observation, Discussion, Recommendation (ODR) method, and learn to facilitate meaningful conversations that turn experience into actionable organizational learning.

Length: 4 or 8 Hours

“Without after action reviews, people will still learn from experience. The question is, what will they learn, and is it what the organization needs?”



ABOUT JOE WILLIS

A retired Army First Sergeant and former Observer/Coach/Trainer (OC/T) who draws on decades of experience facilitating AARs, mentoring leaders, and helping organizations build stronger learning cultures.

LET'S CONNECT!

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