

IN-CONTEXT TRAINING

“THE POWER OF REPS”

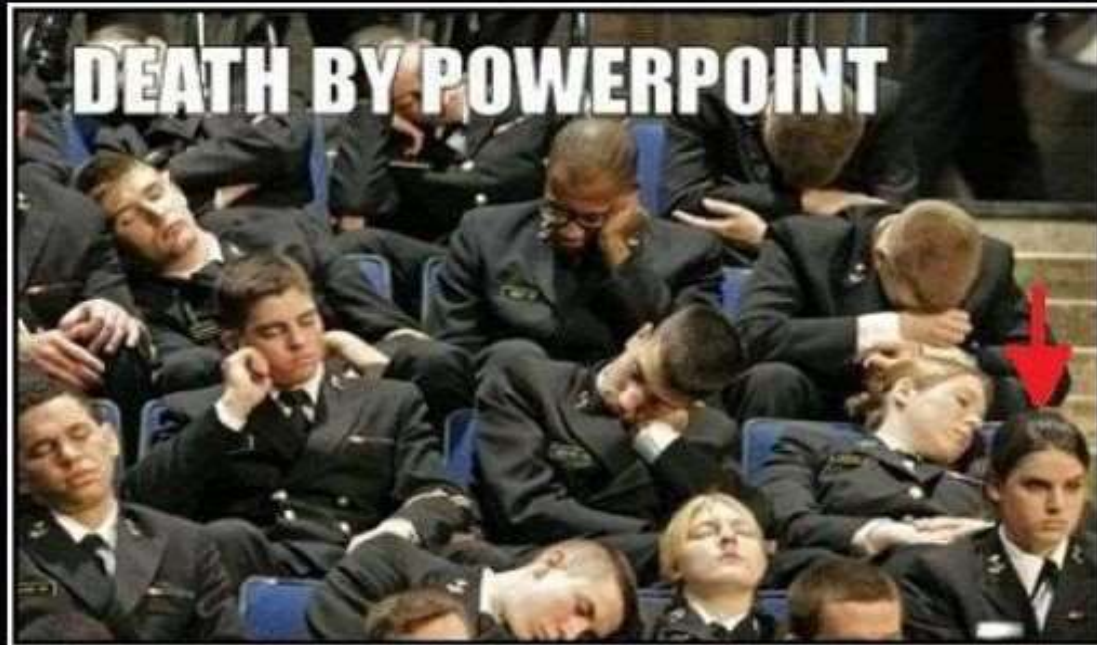


Chief Jason
Caughey
Hong Kong 2017





Research



99%
COMPLETE

Training Challenges



**Who is training your fire
fighters if you are not?**

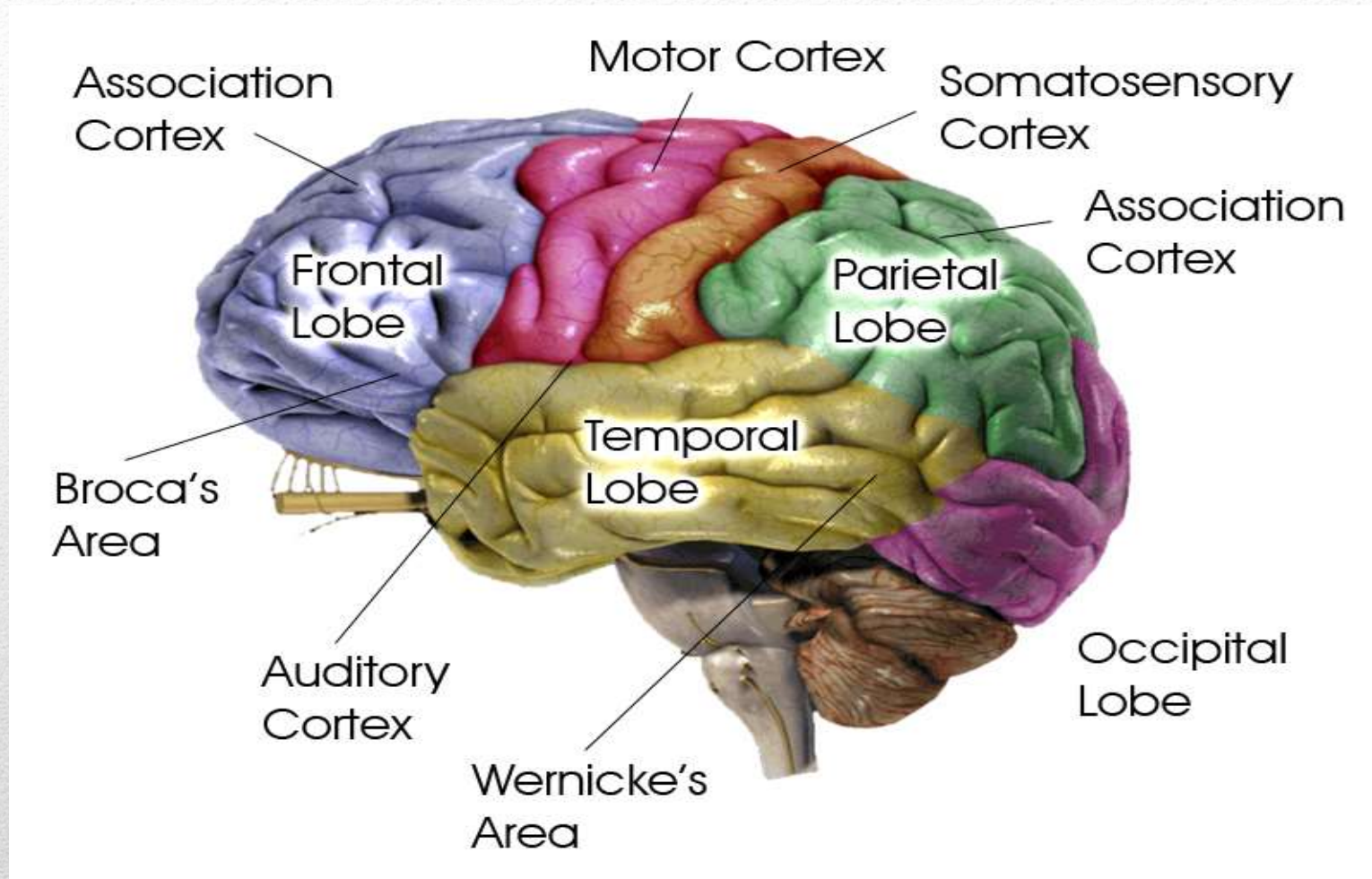
Training sources

- “YouTube Firefighter”
- Development of Social Media Training?
- Development of alternative training organizations?
- Ego based training vs. Skill Based Training

Training Sources

- Lack of Preparation
- Lack of Consistency
- Low Energy (Boring)
- No Value to the Firefighter
- Perception

Training Pitfalls



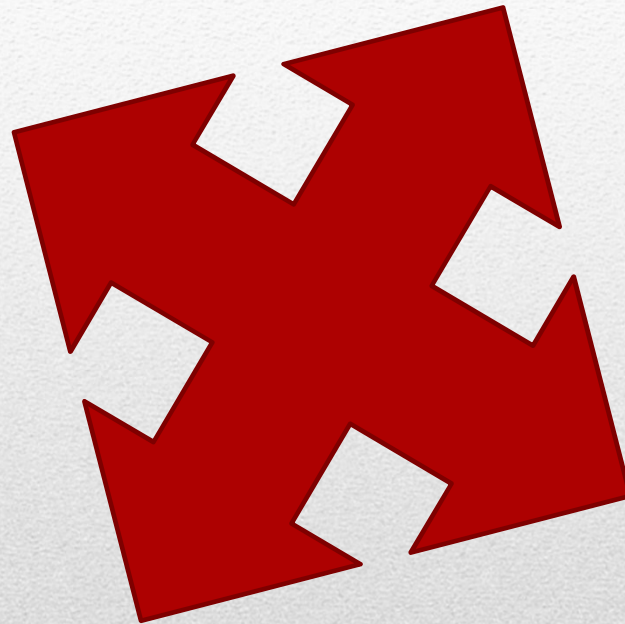
The Brain

Frontal Lobe

- Movement
- Intelligence
- Reasoning
- Behavior
- Memory
- Personality

Temporal Lobe

- Speech
- Behavior
- Memory
- Hearing
- Vision



Parietal Lobe

- Intelligence
- Reasoning
- Right from Left
- Language
- Sensation
- Reading

Cerebellum

- Balance
- Coordination
- Fine Muscle Control

The Brain



Sequence Learning:

- Sequence prediction
- Sequence generation
- Sequence recognition
- Sequence decision making

Explicit vs. Implicit (aware or unaware)

Learning



**“Repetition is the mother of skill and
that practice makes permanent”**

Motor Learning:

- Building Neural Pathways (Muscle Memory)
- Muscle Memory is an unconscious process where the muscles grow accustomed to certain movements.

Reps

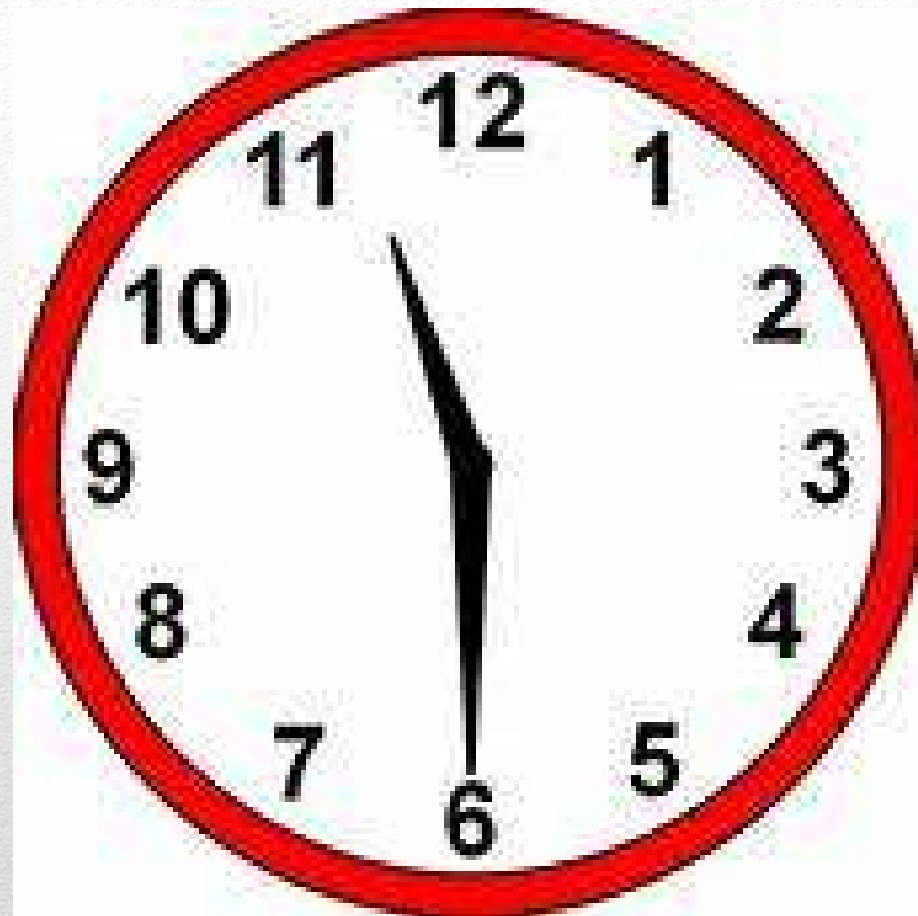
To go from clunky to proficient requires practice

- 10 reps to learn sequence
- 50-100 reps required to become proficient
- 100-1000 reps to become expert

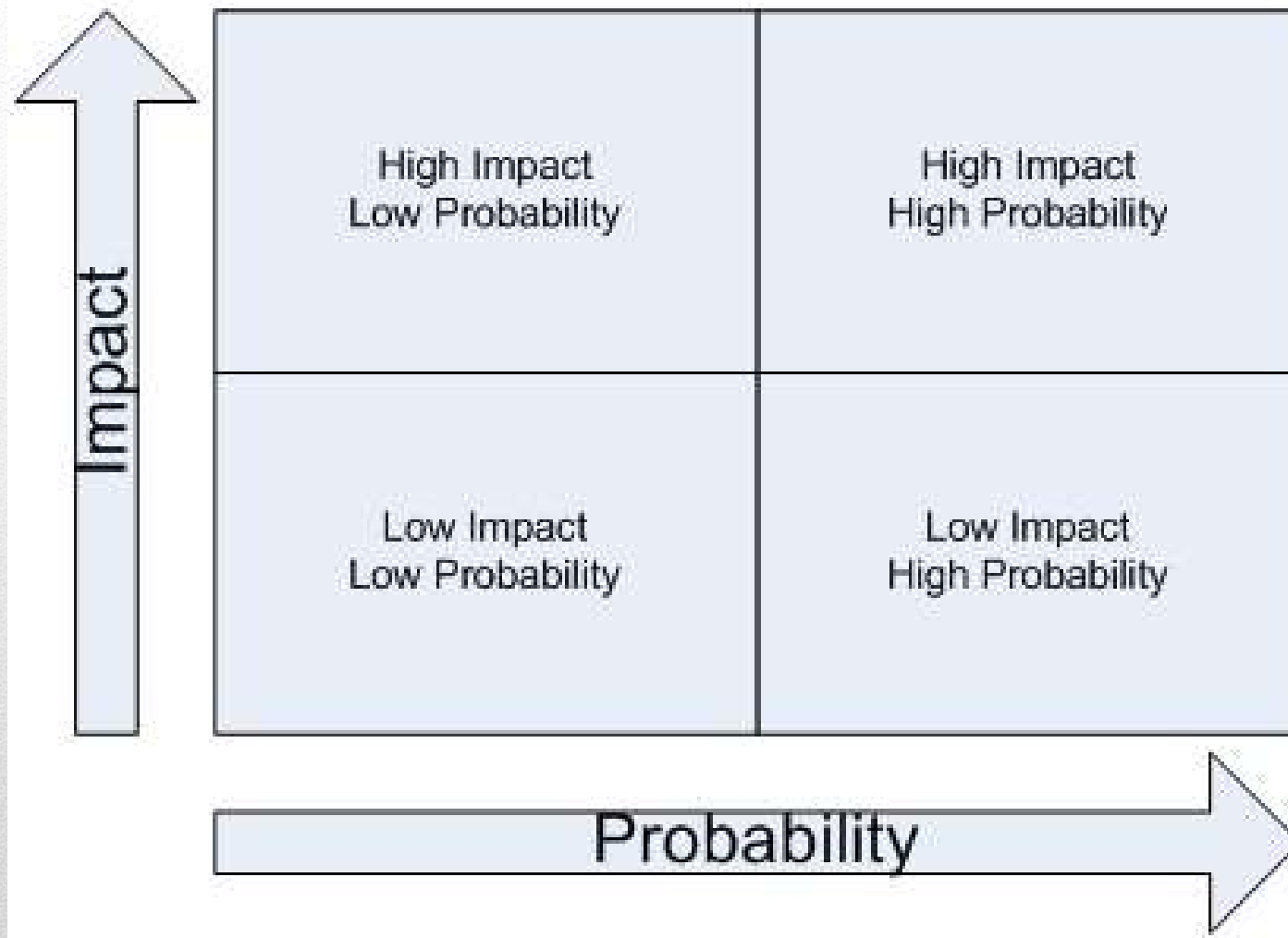


Practice






Time



Training Demands

- 
- **Individualism**
 - **Variation in performance between shifts**
 - **Decline of skills**
 - **Destruction of UNITY**
 - **Development of SUB-CULTURE**

Impact of Poor training



**Standardize the skills that
are identified in the work:**

Training Development



Identify the WORK!

Training Development



Build The Playbook



Expectations:

Identify

Define

Accountable

Playbook

Performance Based

- MPT = Max Part Time
- MET = Max Elapsed Time
- AET = Actual Elapsed Time

TIME is the Scorecard

Playbook



Produce the vision

- Vision of the expected performance
- Standardization
- Represents the minimum performance

Playbook



Vision





SETS & REPS

Practiced perfectly with

COACHING

Playbook

- Coach for Success
- Be positive
- Develop team work
- Stop drill and coach with every below average skill

Coaching

- All “Plays” are performed in context
- Practice like you fight
- Be great
- Don’t Take Short Cuts
- Create real scenarios NOT TESTS

IN Context



BENEFITS



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