

IFIW 2017

Hong Kong Fire Academy



Debrief in training

Christoph Gruber

FD Krems / Donau

- Head of Training
- Officer



Ready4fire

- Head of Training
- CFBT Instructor

Austrian Fire Service

~4500 voluntary FD
~ 450 company FD
~ 6 prof. FD

~ 256.000 Firefighters



Austrian vol. Fire Service

- best equipment
- wide range of incidents
 - fire
 - accident
 - civil protection
 - hazmat



Austrian vol. Fire Service

- best equipment
- wide range of incidents

Training???

- (fire, accident, civil protection, hazmat,...)



Stages of training

- teaching level



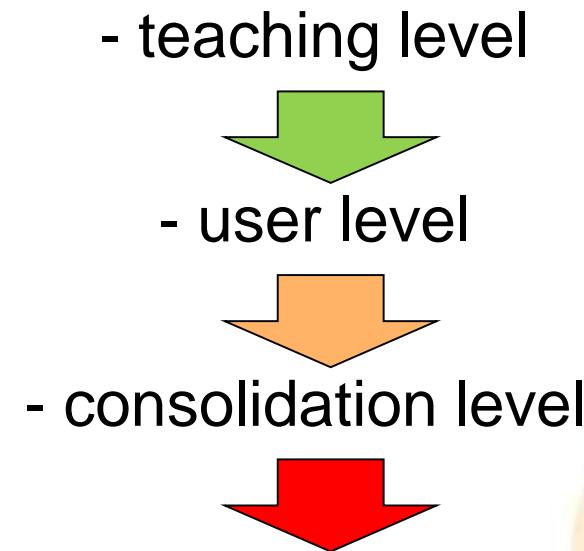
- user level



- consolidation level



Stages of training



Incident

Practical basic training

- Classroom sessions
(teaching level)
- Practical basic training
(teaching level / user level)
- Simulated incidents
(consolidation level)



Classroom sessions



Practical basic training



Simulated incidents



My story

2002 – join FD

2007 – CFBT program

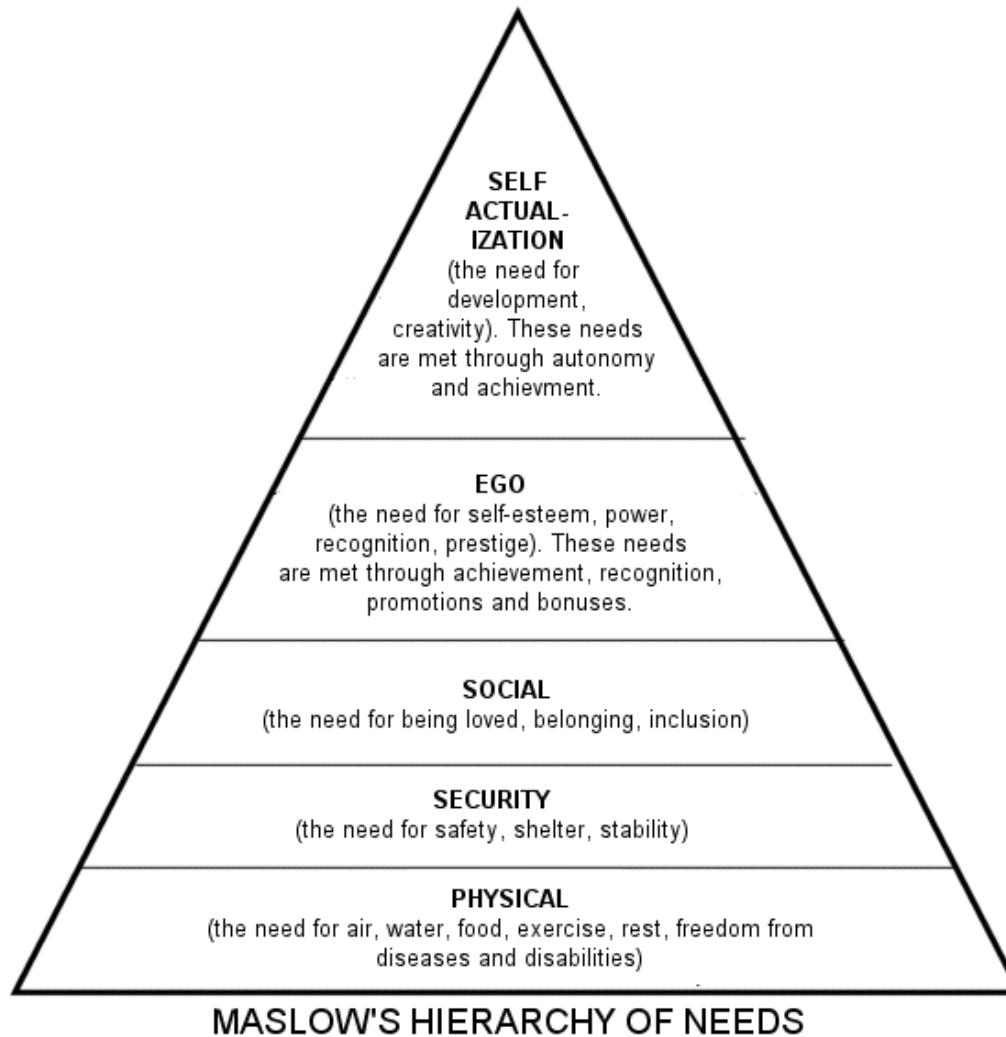
2007 – Instructor UAE

2011 – Head of training FD

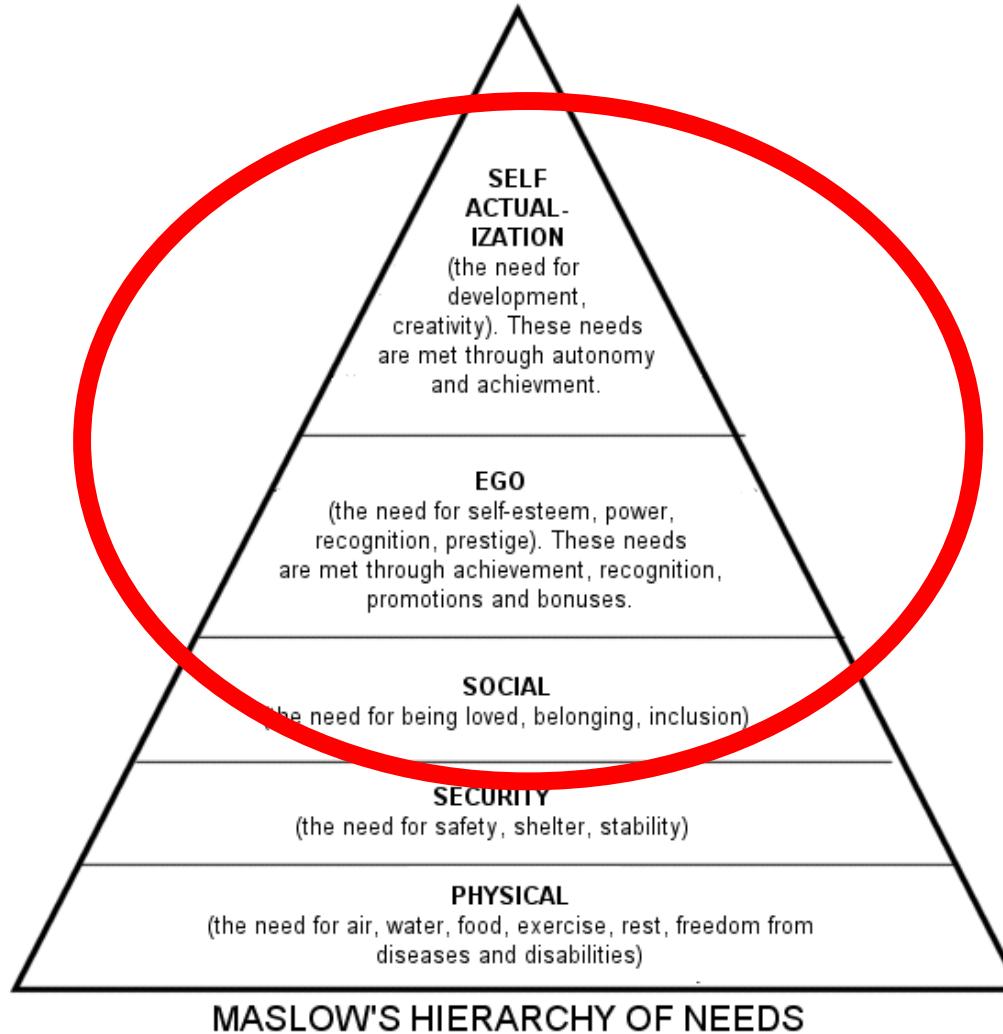
...



Maslow's hierarchy of needs



Maslow's hierarchy of needs



Debrief

- Training without a debrief is not a training
- Debrief makes the training effective
- Bad debrief can make the whole training worthless



The 1st impression!!!



The 1st impression!!!



The 1st impression!!!

Be on the same level as your trainees!



The 1st impression!!!

If possible wear the same gear as your trainees!



The 1st impression!!!

If you act like an Instructor you don't have to stick it on your back.



The 1st impression!!!

Pay attention to your body language!



The 1st impression!!!

He was the instructor of this crew ☺



The 1st impression!!!

He was inside with his crew... not in front of an montior!



The instructor during debrief

Your trainees are humans, so also be one!



Essentials for debrief

Before training:

- Define the area observed (command, firefighting, pump operators, etc.)
- Keep the observed areas small
- Debrief is training time
(ratio practical training time to debrief = min 1:1)
- Organize good instructors for debriefing



Essentials for debrief

While training:

- Take notes
- Use media (Tic, Camera, Film) but don't hide behind a monitor, be with the crew
- Always ask yourself before you judge:
„Do they know the same about the training situation that I know?“



Essentials for debrief

After training / Prepare for Debrief:

- Cut some of the negatives.
- Talk with other observers
- Use rehab time, to reevaluate the training and prepare for debrief.
- If the chosen way of solution was not the planned one, reevaluate if it would also be right.



Essentials for debrief

Debrief:

- Let your trainees explain what and why they made certain actions
- The trainees will find their mistakes on their own.
- If the evaluation was a fail,
take the lead and guide the trainees.
Talk about every step they did.
- Be positive and motivate to work on failure.
- Repeat the training! (if possible)



Never forget:



Always be open-minded

Studying starts with the
love for the teacher

Give respect -> Earn respect!

Herzlichen Dank

Stop getting better means stop beeing good

gruch3500@gmail.com
office@ready4fire.at

www.ready4fire.at

