Exercises Gone Wrong

When the Exercise Becomes the Disaster

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Exercises

✓ Regulations Require them

✓ Grants Require them

✓ Accreditation Requires them
Exercises in the News

• Exercises make great news
• Media loves the Full-Scale
  • Businesses
  • Organizations
    • Healthcare / Public Health
    • Emergency Management
    • EMS
    • Fire Service
Easy, Fun, Showy, Right?

Are exercises:

• Easy?
• Fun?
• A good use of Time?
• A good use of Money?

How do we know if they are worth the time and the money?
Are exercises:
• Easy?
• Fun?
• A good use of Time?
• A good use of Money?

How do we know if they are worth the time and the money?

If we see improvement in safety, care, relationships, meeting regulations, meet grant requirements..... What else?
Exercises and be difficult, fun, showy, lots of work, good PR…

but…
What happens when exercises go wrong?
What happens when exercises go wrong?

How can we see to it that they don’t?
Objectives

At the end of this session the participants will be able to:

• Describe at least three exercise-planning pitfalls that could endanger participants.

• Evaluate three exercise disasters and recommend steps which could have been taken to avoid the problems.

• List the steps in the “Building Block” approach (to exercise design)

• Demonstrate the ability to write clear, measurable objectives to ensure an effective exercise.
Content

Content based on Speaker Experiences and approximately 40 interviews with:

- Participants
- Developers
- Controllers
- Evaluators
- Research
Story Time

I will tell you some stories …

Then you will tell us some stories
When Exercises Are:

Dangerous

Frustrating

Damaging to your Image

A Waste of Time
Exercises Gone Wrong

- “Heart attack on a hill”
- “Command Center Collapse”
- “Oh, so many stairs”
- “Opps… we forgot about the victims”
- “You told me I would ride in an ambulance. I’m going to ride in the (bleep)ing ambulance!”
Extremely Dangerous

Mock prisoner
Receives Permanent Brain injury

Active Shooter in a Nursing Home
Just Plain **Embarrassing!**

- Santa Cruz – evacuation drill when the ambulance wouldn’t start… TV camera covered it all!

- ED Doc says, “Nope! No exercise in MY ED today”

- Decon tent didn’t have all of the parts to run water
Your Turn for Stories

• In small groups share some of your experiences with Exercises Gone Wrong
• Facilitators will record and Report out for the groups

• 10-15 minutes
Solutions

• Next move to solutions

• What could have been done before the exercise to have avoided the problems?

• 10-15 minutes
Report Out

Group Facilitators report for the groups.
Biggest Problem

Organizations Were Not Ready!

1. Had not done a table top
2. Had not reviewed plans
3. Did not have a “Call Off” word.
4. Did not have a Safety Plan
5. Poor Communication
Follow-Up Flops

**Not Using the After-Action-Report**

1. Did not complete the Corrective Action Matrix
2. Did not Review and DO the things identified
3. Did not Review the AAR from the previous Exercise
Exercises Can BE:

- Safe
- Effective
- A Good Use of Time
- Valuable Planning Tool
- Useful in Budgeting
Most Importantly

- Exercises can help us be better at what we do.
- Help make our communities safer.

Isn’t that what it’s all about?
Questions

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Thank you!