



After Action Review and Services

Joint Subcommittee to Study Pandemic Response and Preparedness

December 19, 2023

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than
before**

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Agenda

- Introductions
- Why Tidal Basin
- Explanation and Overview Response
- Recommended Timeframe and Execution
- Subcommittee Engagement
- Questions?

Introductions



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Vice President, Preparedness, Resiliency
and Emergency Management (PREM)

Why Tidal Basin

Building greater resilience through comprehensive all-hazards solutions

Emergency Management

- All-hazards planning, training and exercise practitioner expertise
- Real-world after-action reporting and improvement plan implementation
- Pre- and post-disaster mitigation and resilience strategies
- Flexible, scalable support for rapid response and program technical assistance
- Best-in-class tools and talent to navigate complex government funding source requirements across the full emergency management cycle:
 - + Prepare
 - + Respond
 - + Recover
 - + Mitigate



\$40B

**in federally funded
disaster programs**

Preparedness, Resiliency and Emergency Management



Planning

We help you prepare for incidents and events and support your preparation as a team and community to help you be stronger and more resilient.

- Comprehensive Emergency Operations Plans
- Continuity of Operations (COOP) / Business Continuity Plans (BCP)
- Threat & Hazard Identification and Risk Assessment (THIRA)
- Long-Term Recovery Plans
- Program Assessment / Gap Analysis



Training & Exercises

We provide training to ensure proper understanding and execution of emergency plans, policies, and procedures, and promote community resilience through organized exercises.

- Training on Plans
- Field & Operational Training
- Training & Curriculum Development, eLearning & Computer Based Training (CBT)
- Homeland Security Exercise & Evaluation Program (HSEEP) Consistent Exercise Design & Evaluation



After-Action Reports (AAR)

Our AAR services are based on a layered methodology of data collection, workshops, and interviews to simultaneously share lessons learned and collaboratively document corrective actions.

- After Action Data Collection and Reviews
- After Action Report Development

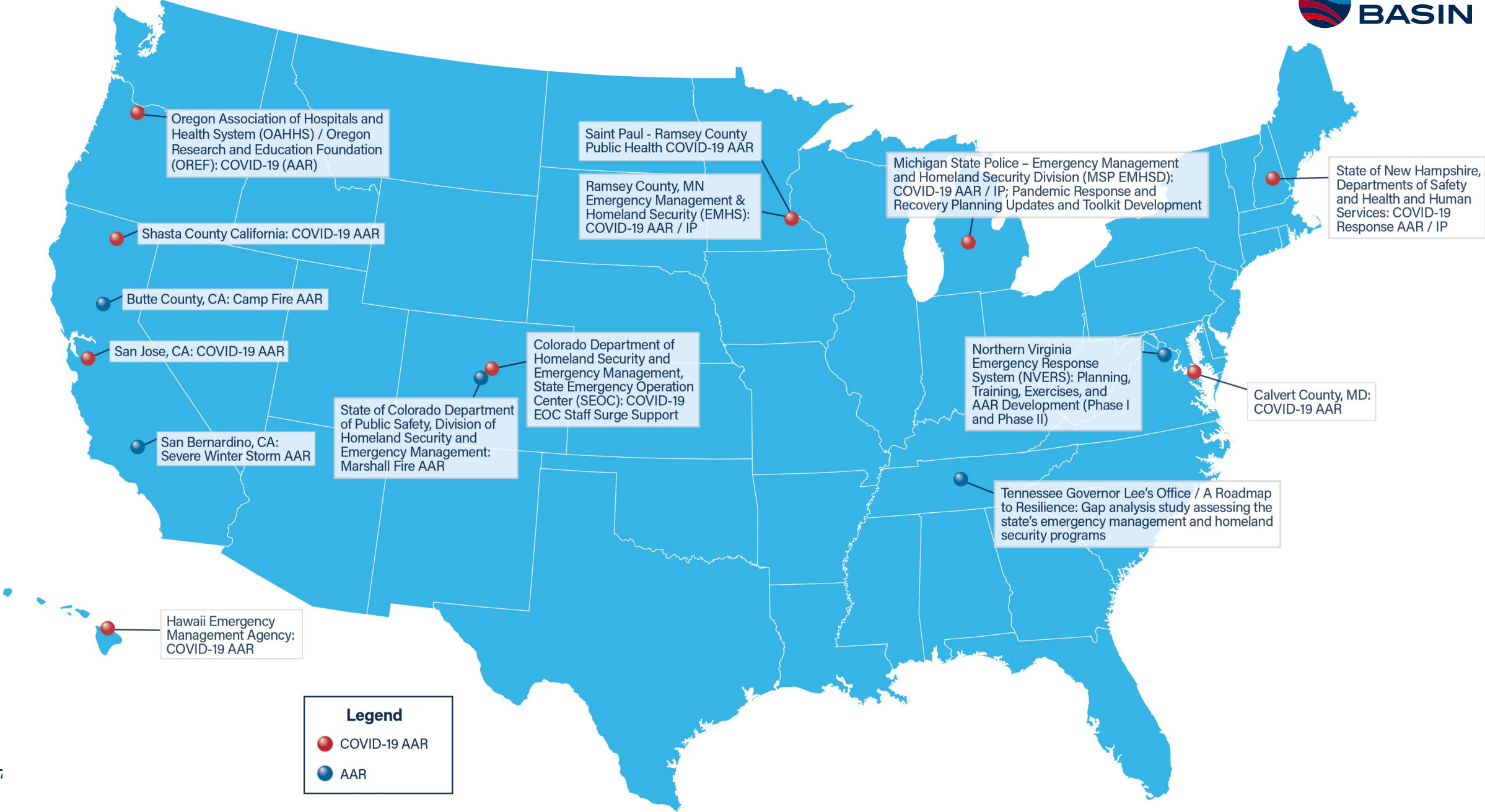


Program Assessments & Gap Analysis

Our team identifies potential issues, challenges, and opportunities through program assessments and gap analyses, and prepares reports that serve as a tool to enhance the overall preparedness of the communities and organizations we support.

- Program Assessment
- Gap Analysis
- Report Preparation

Tidal Basin After-Action Review Experience



Explanation and Overview Response

Project Organization Chart

Our team consists of a total of 18 experts. We utilize our cadre and additional subject matter experts (SMEs) as needed to support as topics arise with our study and evaluation.

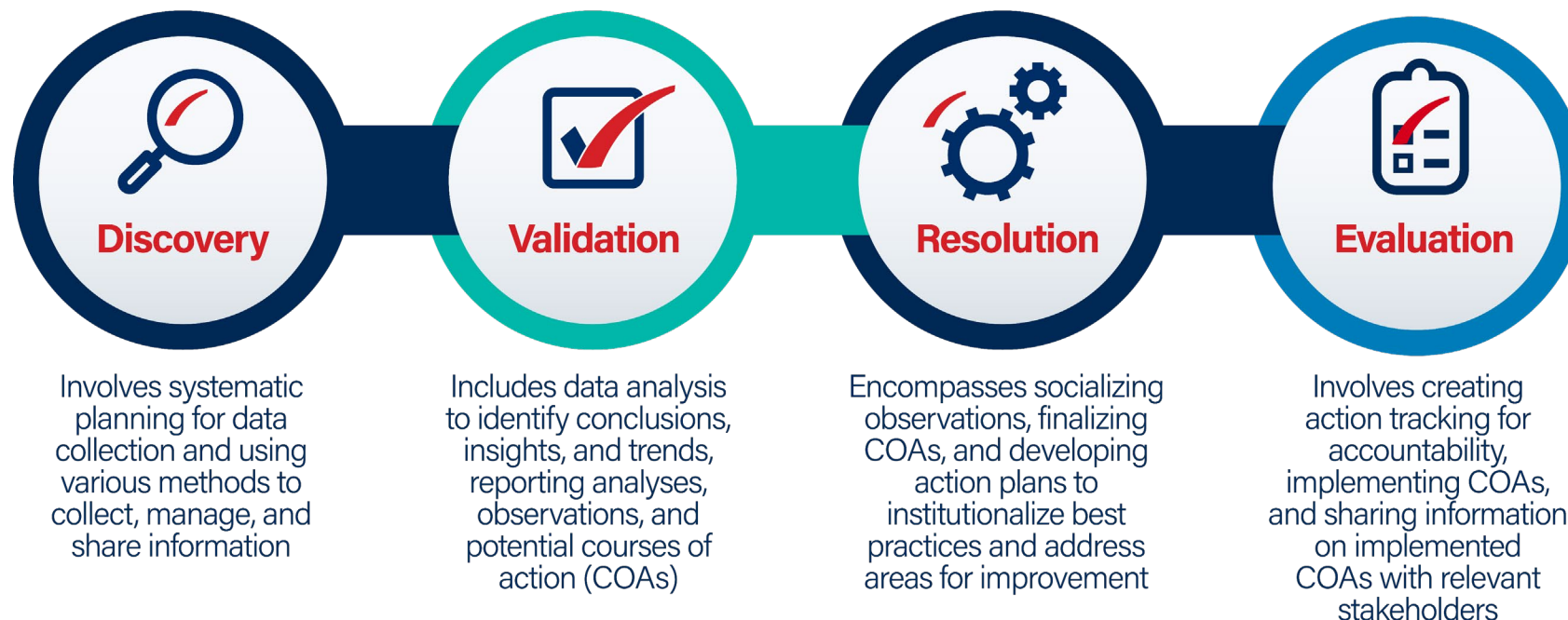
We structure our teams in such a way as to be nimble and flexible and to pivot as quickly as needed on every project.



Project Methodology

The AAR will follow FEMA’s Continuous Improvement Program (CIP) framework, integrating HSEEP guidelines for corrective action planning in real-world events and exercises.

Continuous Improvement Process (CIP)



Project Approach



Phase I: Project Initiation and Management

- Establishment of Project Management Team (PMT)
- Conduct Project Kickoff Meeting
- Bi-Weekly Meetings and Monthly Progress Reports
- Quality Assurance and Quality Control (QA/QC) and issue resolution

Benefit to Joint Subcommittee

- Our project kickoff and project administration approach ensures that we all start with **the same vision** in mind and **work collectively** towards that vision throughout the project.
- The management process is crafted to keep the Joint Subcommittee involved and informed **while being conscious of schedules.**
- AAR products will be informed by Tidal Basin's **combined practitioner experience** and **best practices gleaned from work throughout the country.**

Phase II: Interviews, Surveys, and Documentation Review

- Collect and analyze data across highly specialized stakeholder groups
- Develop and deploy a survey tool
- Interview key personnel to compile and validate a convergent set of observations, decision points, actions taken, perceptions, expectations, and timeline of actions

Benefit to Joint Subcommittee

- Our data call process ensures that the After Action Review (AAR) is well-informed by gathering pertinent information from policies, plans, procedures, and various sources. We will specifically tailor deliverables to meet the unique needs of **the Virginia Joint Subcommittee** by drawing insights from existing plans, previous AARs/IPs, and other relevant sources.
- Guided by the Areas of Focus, we will use the categories as our **'north star'** for both survey and interview question development.

Phase III: AAR/IP Development and Finalization

- Develop an initial draft AAR using industry standards
- Categorize issues raised and identify priority issues discussed
- Provide actionable recommendations to enhance future support, catalog unaddressed issues for consideration, and identify items for incorporation into future events
- Conduct program assessments for improving overall emergency management functions
- Present outcomes to the Joint Subcommittee and desired stakeholders

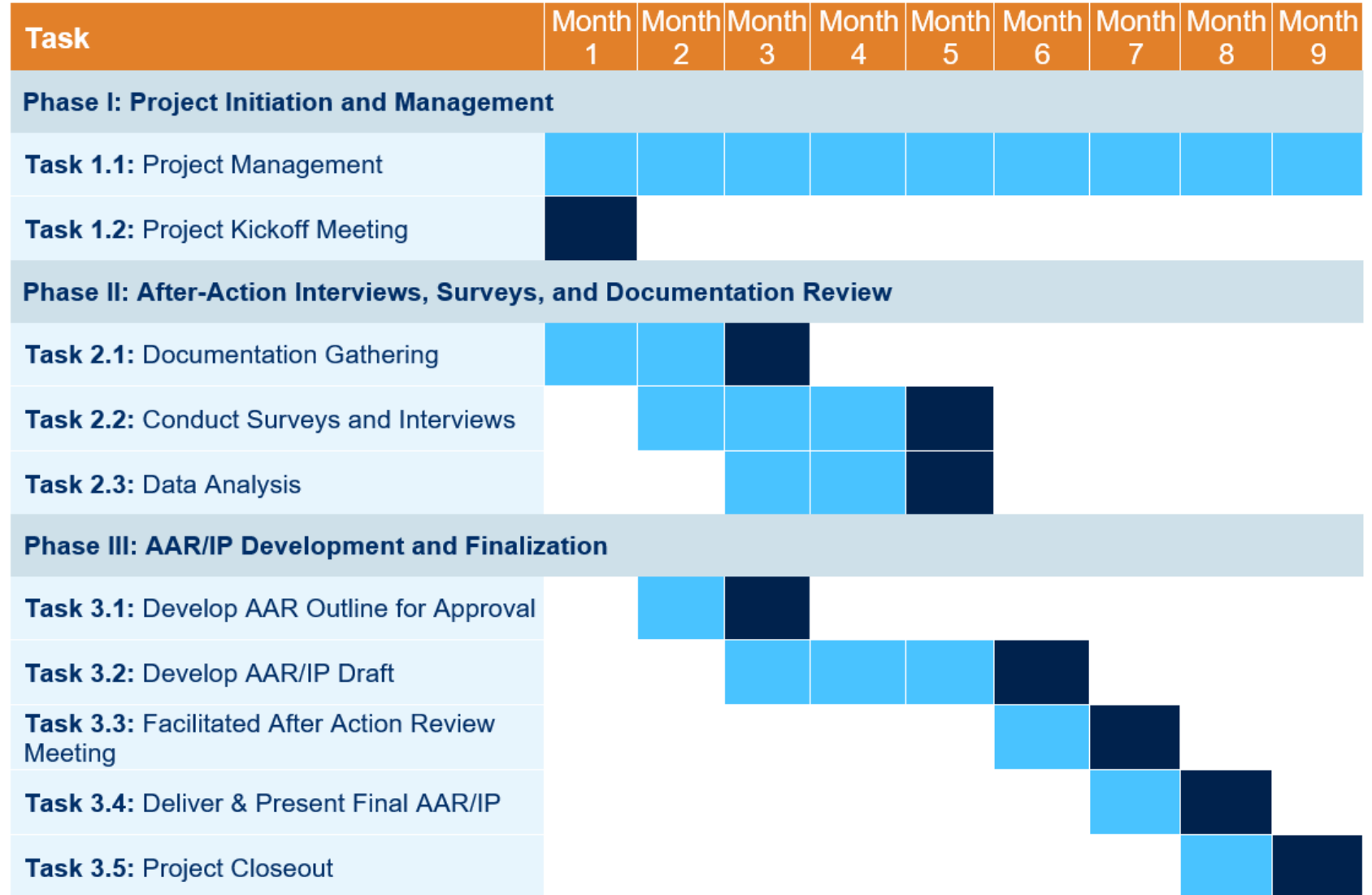
Benefit to Joint Subcommittee

- A comprehensive analysis and prioritization of issues **provides the group with valuable insights**, enabling informed decision-making.
- Actionable recommendations and program assessments contribute to **improvements in future support and overall emergency management functions**.
- Navigating the process fosters a culture of continuous learning and adaptability, **ensuring the Commonwealth of Virginia remains proactive and well-prepared**.

Recommended Timeframe and Execution

Project Timeline

- **Phase 1** – January 2024*
- **Phase 2** – Jan 2024 - May 2024
- **Phase 3** – Feb 2024 - Sept 2024



* Adjust according to project start date

█ Estimated task performance period

█ Estimated deliverable period

Subcommittee Engagement

Subcommittee Engagement

Ensuring a streamlined and collaborative AAR development process involves adhering to key principles:

Defined Roles and Responsibilities

- Identify a project sponsor
- Define a project management team
- Identify stakeholders



Routine Updates

- Weekly check-ins and projects updates
- Bi-weekly meetings
- Monthly progress reporting



Clear Communication

- Identify team goals and expectations
- Conduct stakeholder interviews
- Provide opportunities for feedback



Inclusive Decision-Making

- Working feedback sessions
- Phased editing
- Conduct after-action meeting

Questions?

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