



**NOW WHAT?
BRINGING THE
WRMC BACK TO
YOUR ORGANIZATION**





Item	Years of Use (Maximum)	Notes
Static Rope (belay/ Rappel)	4	
Static Rope (anchoring)	7	
Dynamic Rope	3	Total seasons of use
Webbing/ Sewn Slings	5	
Cord (Cordalettes, Prussiks)	5	
SLCD's ("cams")	5	
Uts/Passive Pro	10*	
abiners	n/a*	* Replace slings after 5 seasons
Rappel Devices	n/a	* Replace any slings/cord ever
es	n/a	
	5	





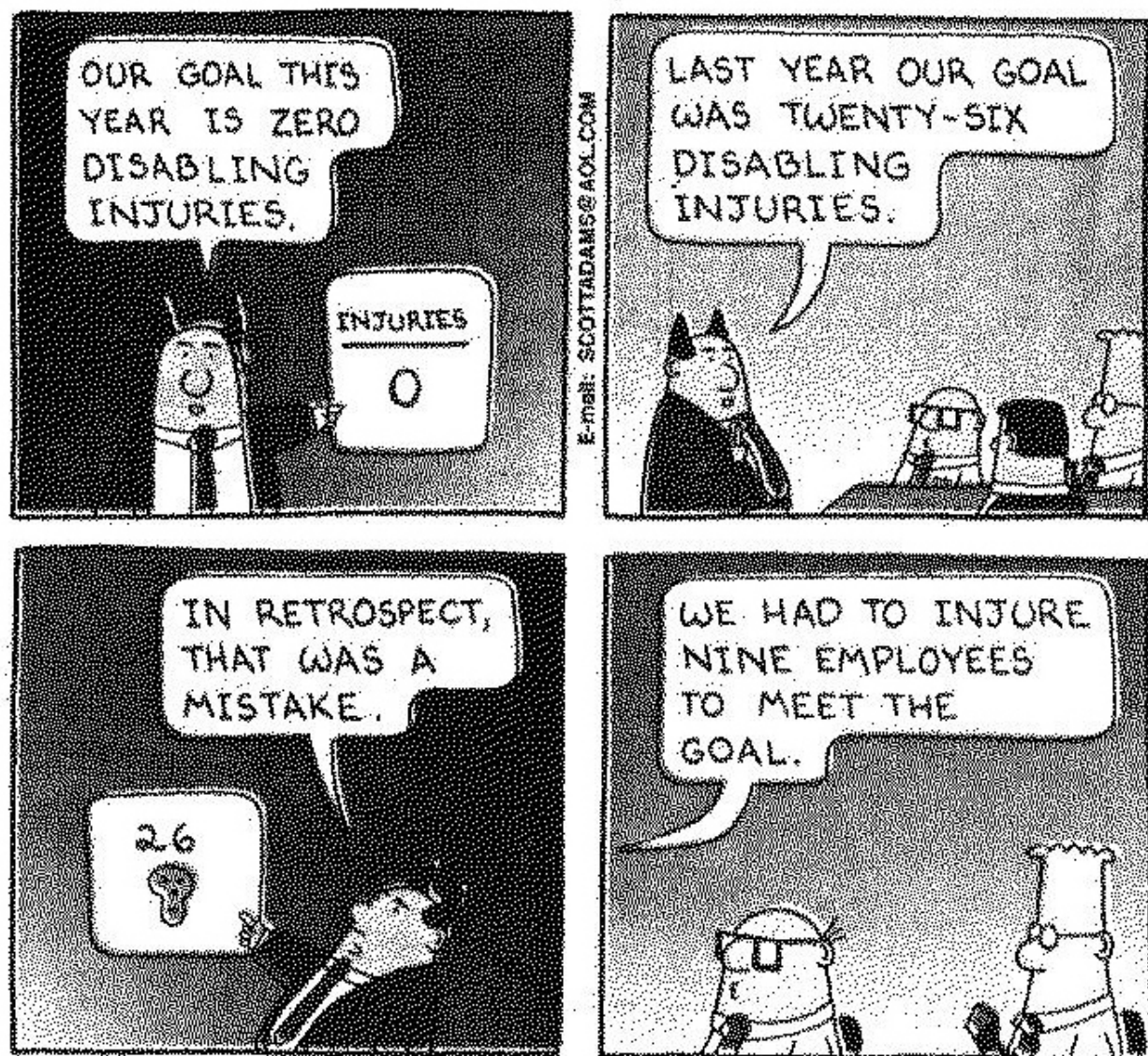
WHY IS THIS HARD?

- INFORMATION FIREHOSE
- PRIORITIZATION
- RESTRICTED RESOURCES—TIME, MONEY
- PLANNING AND PROCESS—OR LACK THEREOF
- SUPPORT—INTERNAL, EXTERNAL



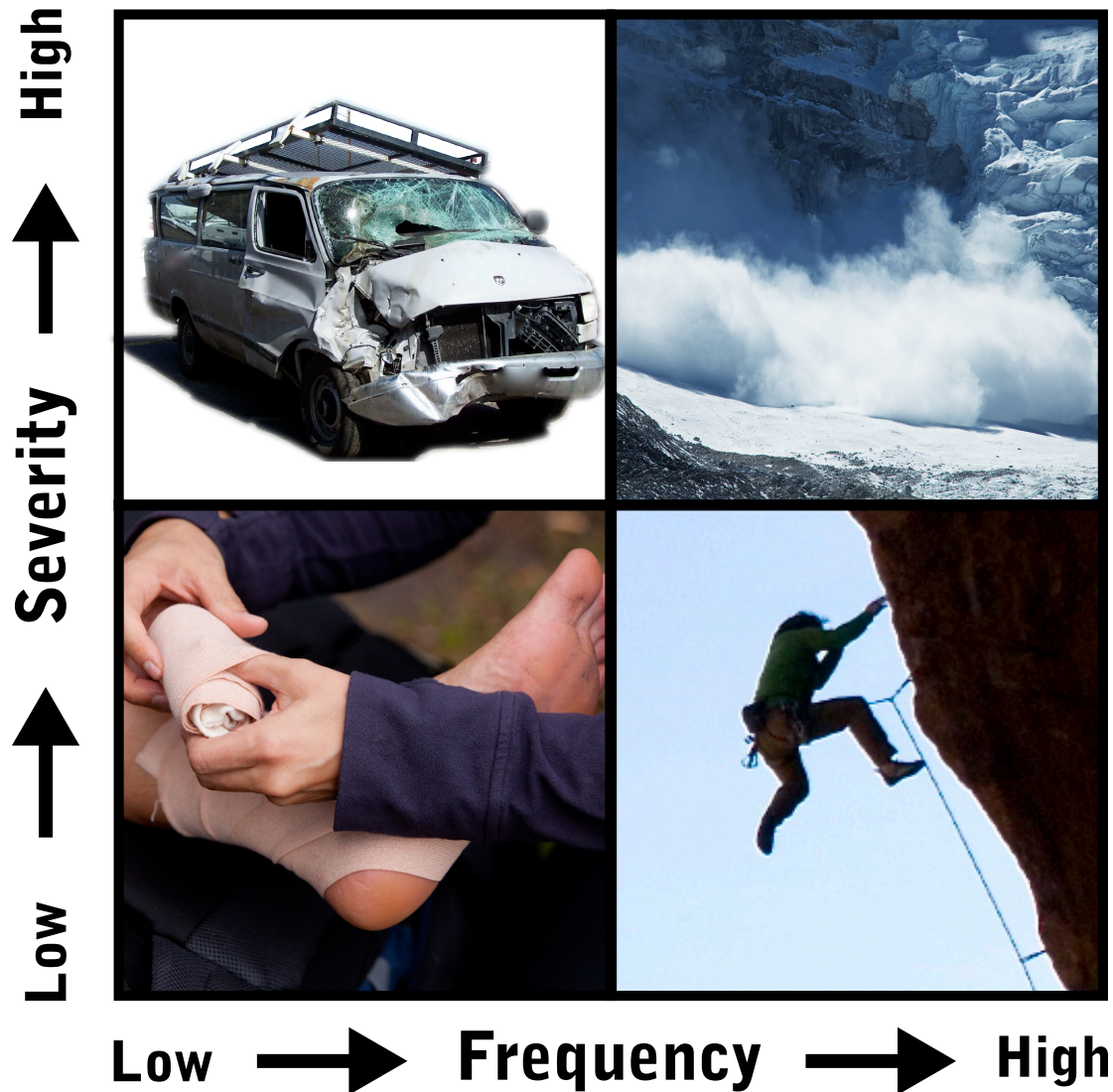
REFLECT

WHAT ARE THE
TOP ISSUES YOU
WANT TO BRING
HOME TO YOUR
ORGANIZATION /
PROGRAM?



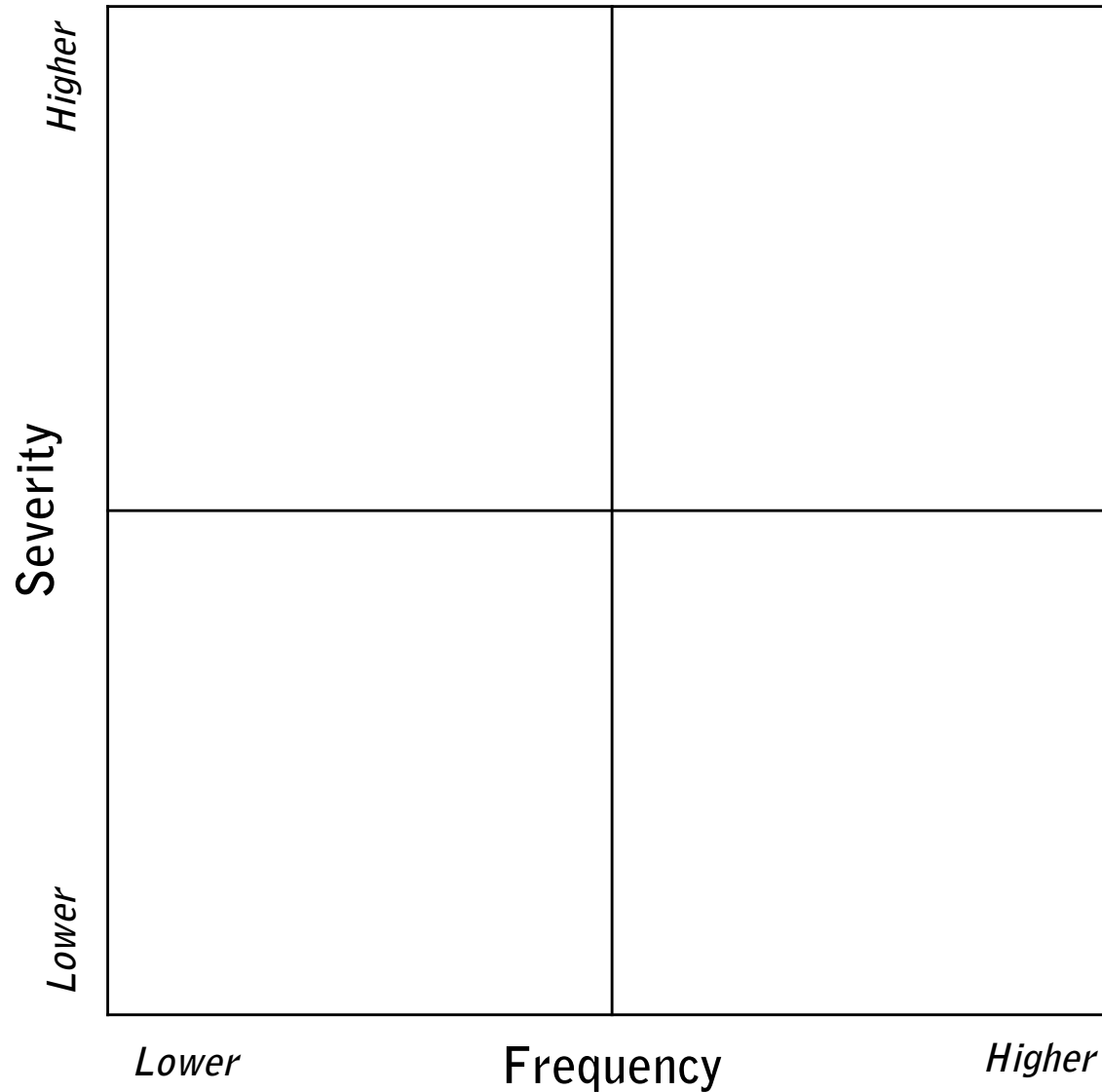


PRIORITIZATION



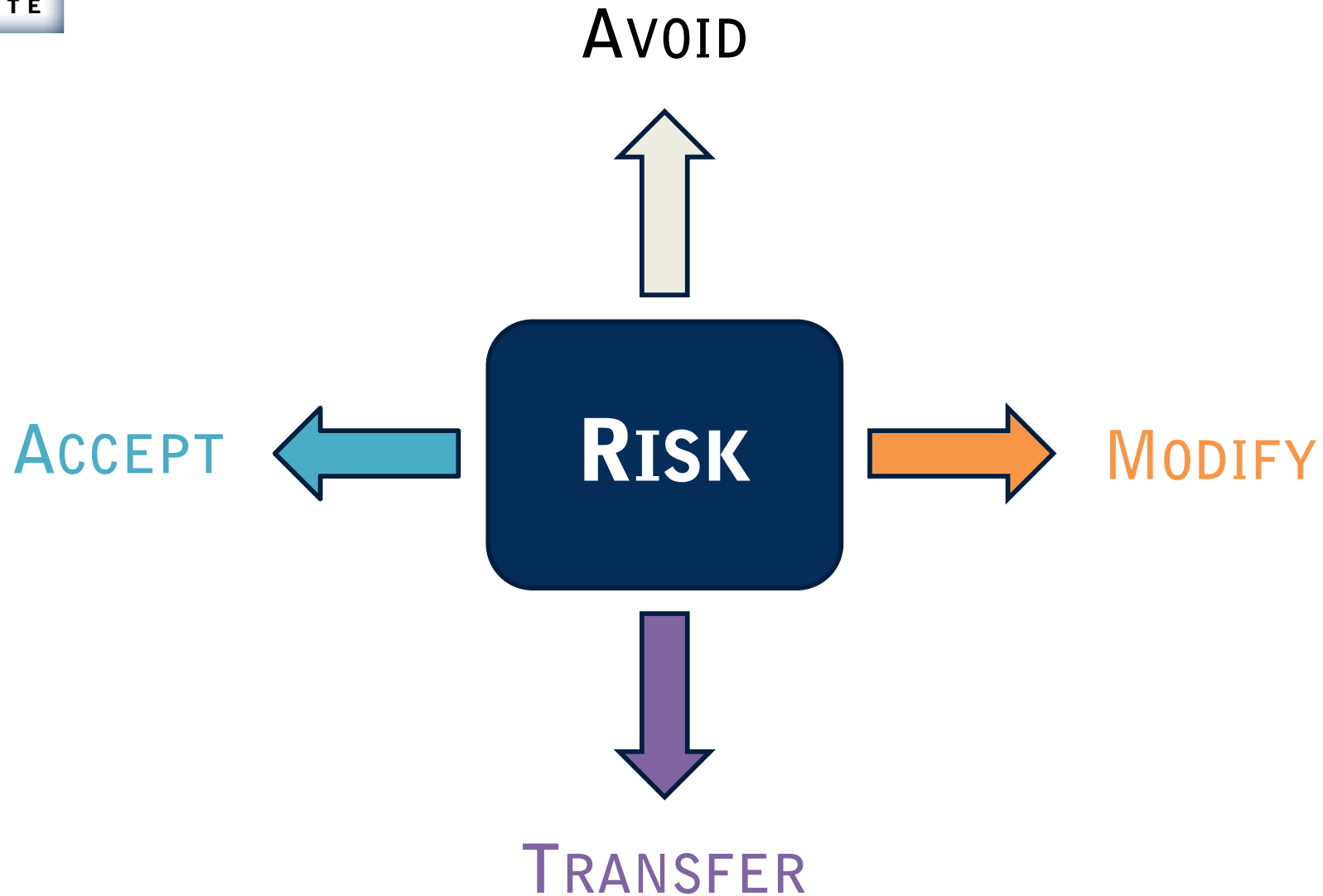


PRIORITIZATION





STANDARD APPROACHES





PLANNING



Organization/Program:

Date:

Preparer:

Topic / Issue Area	Priority (L, M, H)	Resources (materials, people)	Obstacles (internal, external)	Action Steps (short/long term)	Timing (launch/completion)	Milestones (key progress markers)
Field Comms	High	<ul style="list-style-type: none"> • Instructor Team • Program Mgmt • Development staff • Peer orgs 	<ul style="list-style-type: none"> • What technology? • Don't want to carry • Logistics/locations • Funding • Training 	<ul style="list-style-type: none"> • Determine need • Pick technology • Funding • Logistics plan • Implement • Review 	<ul style="list-style-type: none"> • Launch 2/16 • Implement 5/16 	<ul style="list-style-type: none"> • Tech selection • Finances • Implementation • Annual review

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DOWNLOAD: <http://bit.ly/wrmcmatrix>



PLANNING

OUTLINE A PLAN FOR
YOUR TOP FEW ISSUES



DISCUSSION

TALK THROUGH A FEW EXAMPLES WITH OTHERS

LOOK FOR COMMONALITIES

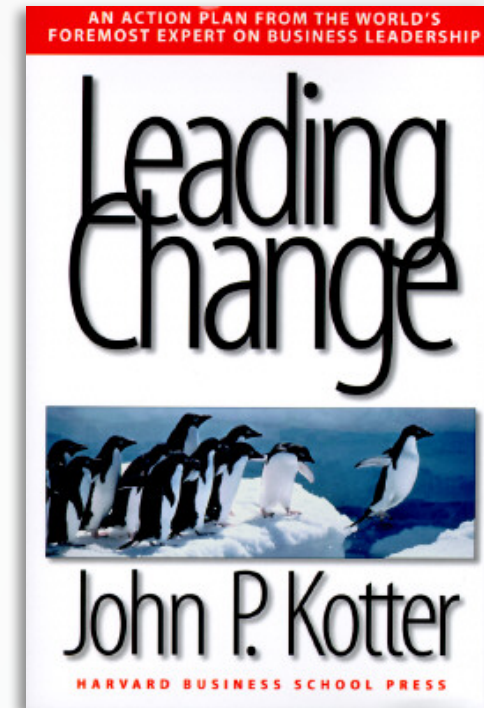
OFFER SUPPORT / IDEAS / TOOLS

ASK FOR HELP



Structured Process

1. ESTABLISHING A SENSE OF URGENCY
2. CREATING THE GUIDING COALITION
3. DEVELOPING A VISION & STRATEGY
4. COMMUNICATING THE CHANGE VISION
5. EMPOWERING BROAD-BASED ACTION
6. GENERATING SHORT-TERM WINS
7. CONSOLIDATING GAINS & PRODUCING MORE CHANGE
8. ROOT NEW APPROACHES IN ORGANIZATIONAL CULTURE



(ADAPTED FROM KOTTER, *LEADING CHANGE*)



Example

Appalachian Mountain Club: Shifting 125 Years of Culture

1. SENSE OF URGENCY: INCIDENTS, CASE STUDIES, ATTEND WRMC
2. GUIDING COALITION: STAFF & VOLUNTEER TEAMS + INFORMAL
3. VISION & STRATEGY: ARTICULATED BY LEADERSHIP + SOLD
4. COMMUNICATING: TRAINING, MESSAGING, AND MORE TRAINING
5. BROAD-BASED ACTION: TRAINING LED TO STRUCTURAL CHANGE
6. SHORT-TERM WINS: WFA, WFR, LEADERSHIP TRAINING
7. PRODUCING MORE CHANGE: YEARS OF COMMITTEE WORK
8. ORGANIZATIONAL CULTURE: TRAINING, LIVING DOCUMENTS



KEYS TO SUCCESS

- BE REALISTIC ABOUT GOALS AND CHANGE
- DON'T BE DEFEATED
- PRIORITIZE
- PLAN
- MAINTAIN AN AUTHENTIC AND APPROPRIATE SENSE OF URGENCY
- ENGAGE OTHERS—SHARE THE LOAD, BUT KEEP DRIVING
- STAY FOCUSED AND ITERATE



HADDON MATRIX



Program:
Staff:
Dates:
Locations:

Phase	Participant / Client (manage, learning)	Equipment & Vehicles (prep, use, maint.)	Physical Environment (sites, weather)	Social Environment (culture, emotional)	Organizational / Business (policies, materials)
Pre-activity Phase					
Activity Phase					
Post-activity Phase					
On-going Considerations					

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(ADAPTED FROM ATTARIAN, *RISK MANAGEMENT*)



QUESTIONS?

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