



Quick and Effective Risk Management Training for Your Staff

Reid Anderson – Kieve-Wavus Education, Inc.
NOLS Wilderness Risk Management Conference – Oct 2018

Some Context: Kieve-Wavus Education

- Kieve Camp for Boys
- Wavus Camp for Girls
- The Leadership School
- Retreats



To empower people to contribute positively to society by promoting the values of kindness, respect for others, and environmental stewardship, through year-round experiential programs, camps for youth and adults, and guidance from inspirational role models.

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Some Context: Kieve-Wavus Wilderness Trips

- 2 Camps, 2 Sessions, 26 Days per Session, 1100 Campers Total, Ages 8-16
- 140 Trips, 1-21 Nights per Trip: van camping, canoeing, backpacking
- 150 Staff, Ages 18-22, 70% of whom were KW campers, 100% of them lead trips



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Some Context: Risk Management Review

- East Branch of the Penobscot: Hulling Machine Incident (Summer 2014)
- External Risk Management Review: Outdoor Safety Institute (Summer 2015)
 - Brought our rapid growth to our attention: KW had doubled in size twice in less than 20 years.
 - Our training and practices were good... 10-20 years ago
 - Enhanced Staff Training
 - WFA to WAFA
 - Swiftwater Rescue
 - ACA Canoe Instructors
 - NOLS Administrative Risk Management Training
 - Extended Staff Training to include more specific trip training
 - **Specific Training in Risk Management for Summer Camp Staff**



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Our Staff Training

- **Two weeks of Staff Training**
- **4 Days of Tiered Training**
 - 1st Year: WAFA; 2nd Year: Lifeguard and SWR; 3rd Year: Trip With Trip Directors
- **3 Days of Full Staff Trip (1 Day Transport, 1 Day Rafting, 1 Day Canoe Clinic)**
- **1 Day Off**
- **Lots of Camp Setup**
 - Bunks and Trunks, Mulching, Activity Area Prep, Camper Files, Driver Training, Business Office Policies and Paperwork, Mandated Reporter Training, LNT Training, Waterfront Training, Homesickness and other In-Camp Scenarios, etc
- **If you had one day to train your staff, what would you do and how would you do it?**

If you had one hour to train your staff in Risk Management, how would you do it?

- One Hour Workshop
- Beyond the Hour: Integration
- Beyond the Hour: Checklists and Tools

If you had one hour to train your staff in Risk Management, how would you do it?

- One Hour Workshop
 - Four Stations
 - Discussion Re: Role and Value of Risk and RM101
 - Risk Assessment of Actions using Risk Matrix
 - Incident Review of Past (Modified/Fabricated) Incidents
 - Whiteboard Scenario with Decisions to be made and explained

If you had one hour to train your staff in Risk Management, how would you do it?

- **Beyond the Hour: Integration**
 - **Use RM Language throughout Staff Training**
 - ACAT: Avoid, Control, Accept, Transfer
 - SARA: Share, Accept, Reduce, Avoid
 - Consequences and Probability
 - Contributing Factors
 - **Be deliberate in pointing out your own Risk Management practices throughout the rest of staff training**

If you had one hour to train your staff in Risk Management, how would you do it?

- **Beyond the Hour: Checklists and Tools**
 - **Curriculum Cards**
 - Essential Info on 14 Topics
 - Activities and Tips for Teaching
 - **Checklist Cards**
 - Policy Cards (Red)
 - Checklist Cards (Yellow)
 - Information Cards (Green)
 - **inReach Device**
 - Help, Info, or Advice if needed

Action Steps

- Consider the time you have directly available (or could make available) during staff training to directly address Risk Management. Design a Workshop to fill that time, practice it, review it, and revise it for next year/season.
- Consider the other opportunities where you can integrate Risk Management Training into existing other topics. Work with staff presenting those topics to integrate Risk Management language into the teaching of those topics.
- Consider what tools you can give to your staff to help them make good decisions using policy, practice, and information reminders and checklists.



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