



# Now What?

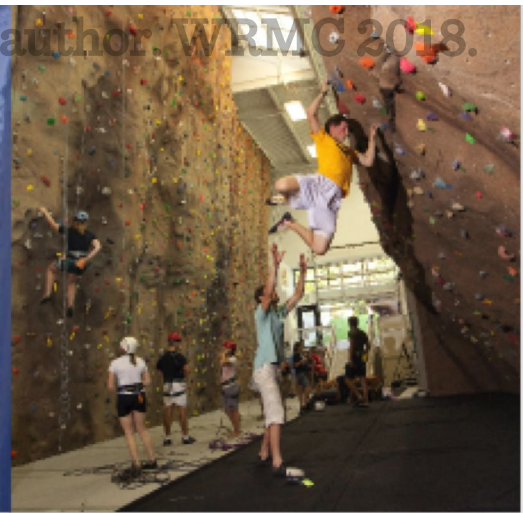
## BRINGING THE WRMC BACK TO YOUR ORGANIZATION



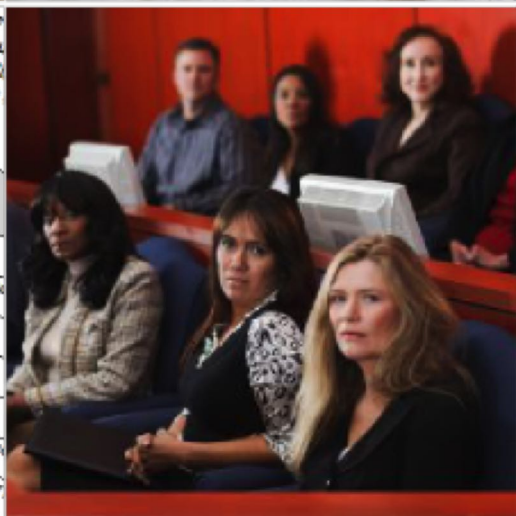


# SESSION OVERVIEW

- IDENTIFY PRIORITY ISSUES FROM CONFERENCE
- SIMPLE APPROACHES TO LEADING CHANGE
- TOOLS FOR PRIORITIZING AND PLANNING
- TEST APPROACHES WITH PEERS
- QUESTIONS AND DISCUSSION ON CHALLENGES
- KEYS TO PROGRESS AND OTHER TOOLS



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



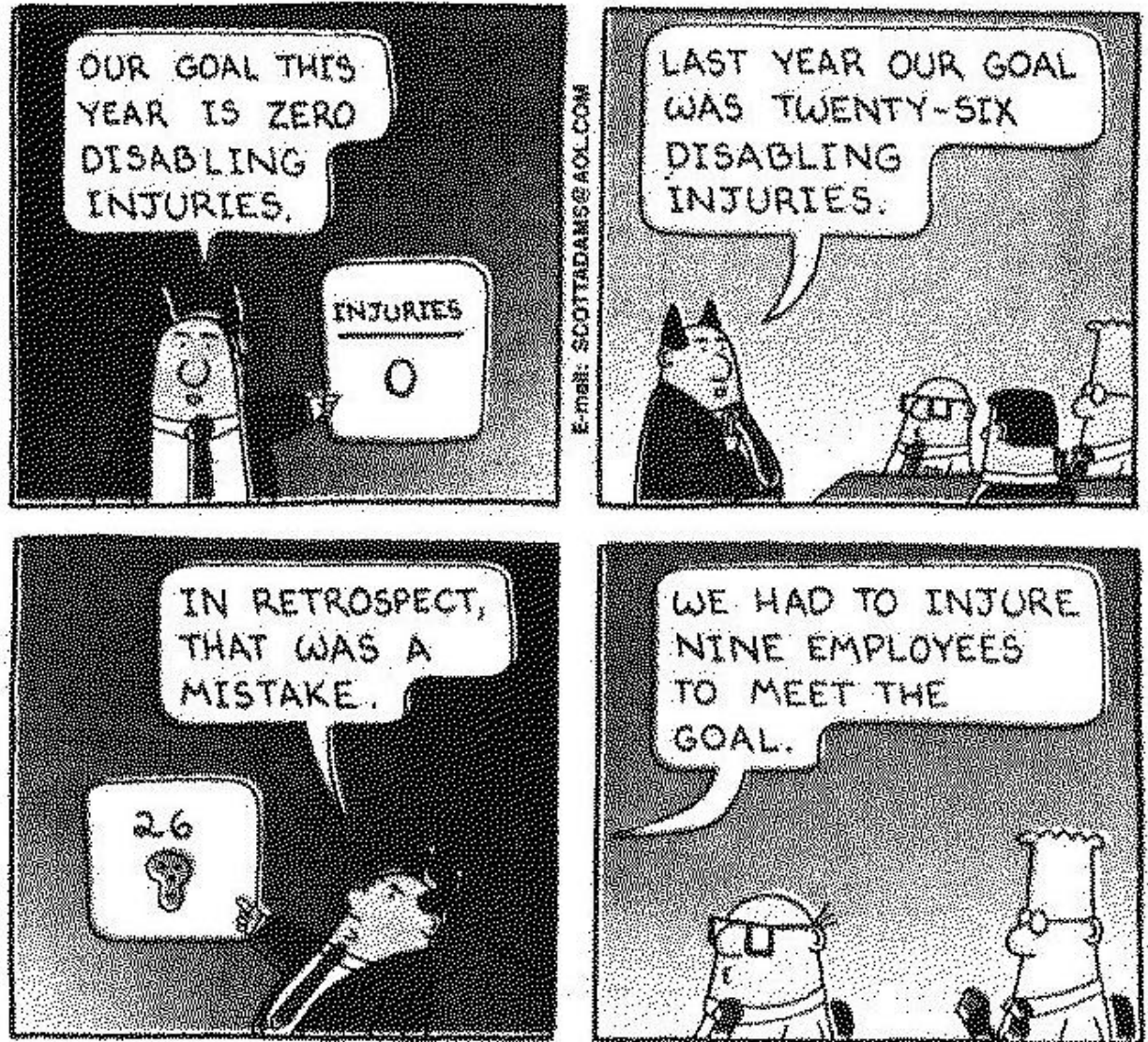
# WHY IS THIS HARD?

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



# REFLECT

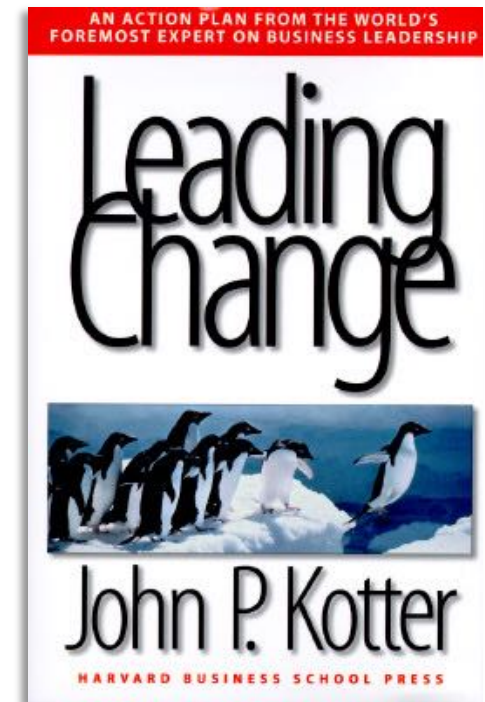
WHAT ARE THE  
TOP ISSUES /  
IDEAS / CHANGES  
YOU WANT TO  
BRING HOME?





# Leadership Matters

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





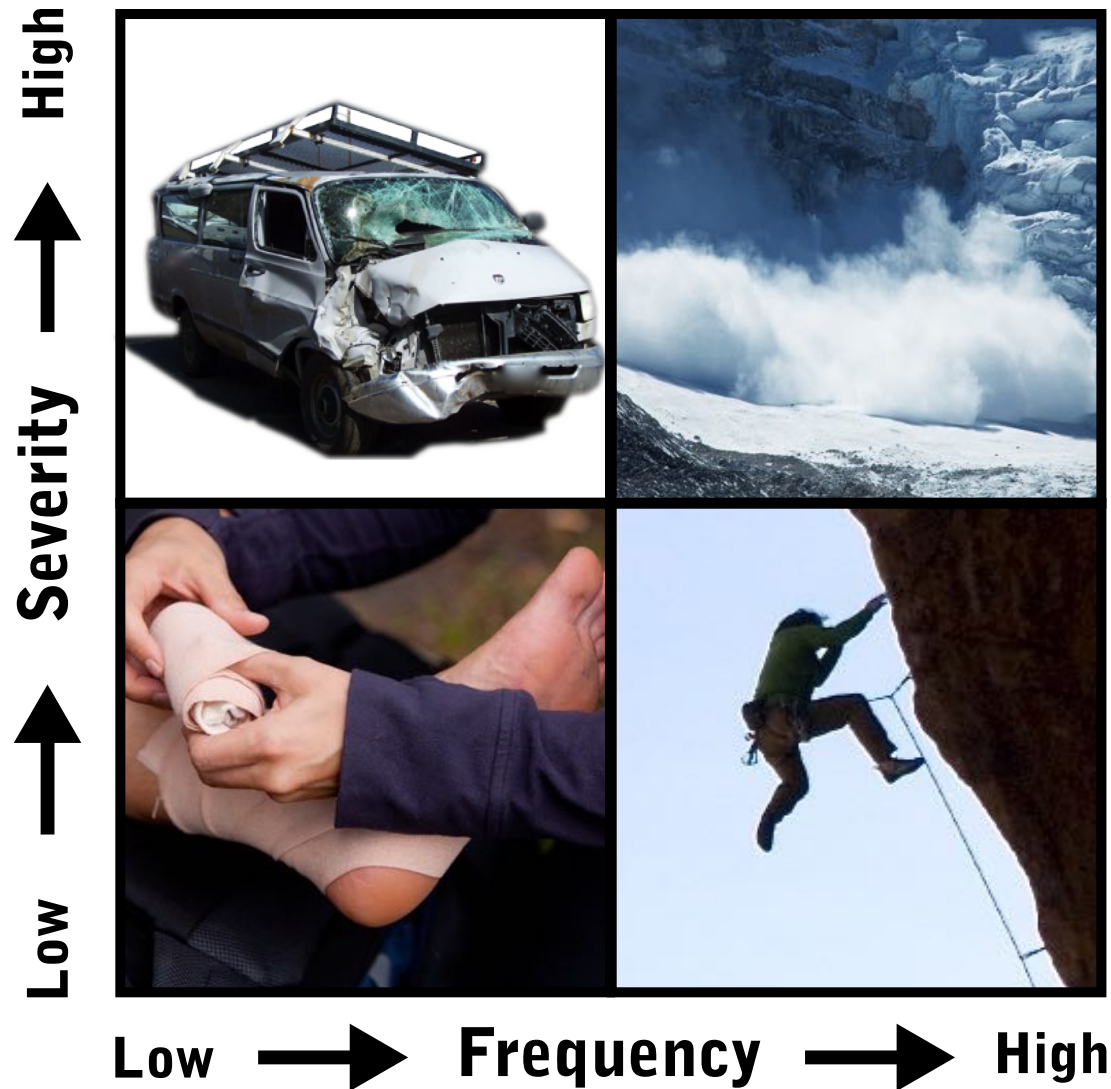
# Example

## 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: ENGAGEMENT LED TO LOCAL CHANGES
6. SHORT-TERM WINS: WFA, WFR, LEADERSHIP TRAINING
7. CONSOLIDATING & MORE CHANGE: COMMITTEE WORK, CONSULTANT
8. ORGANIZATIONAL CULTURE: TRAINING, LIVING DOCUMENTS



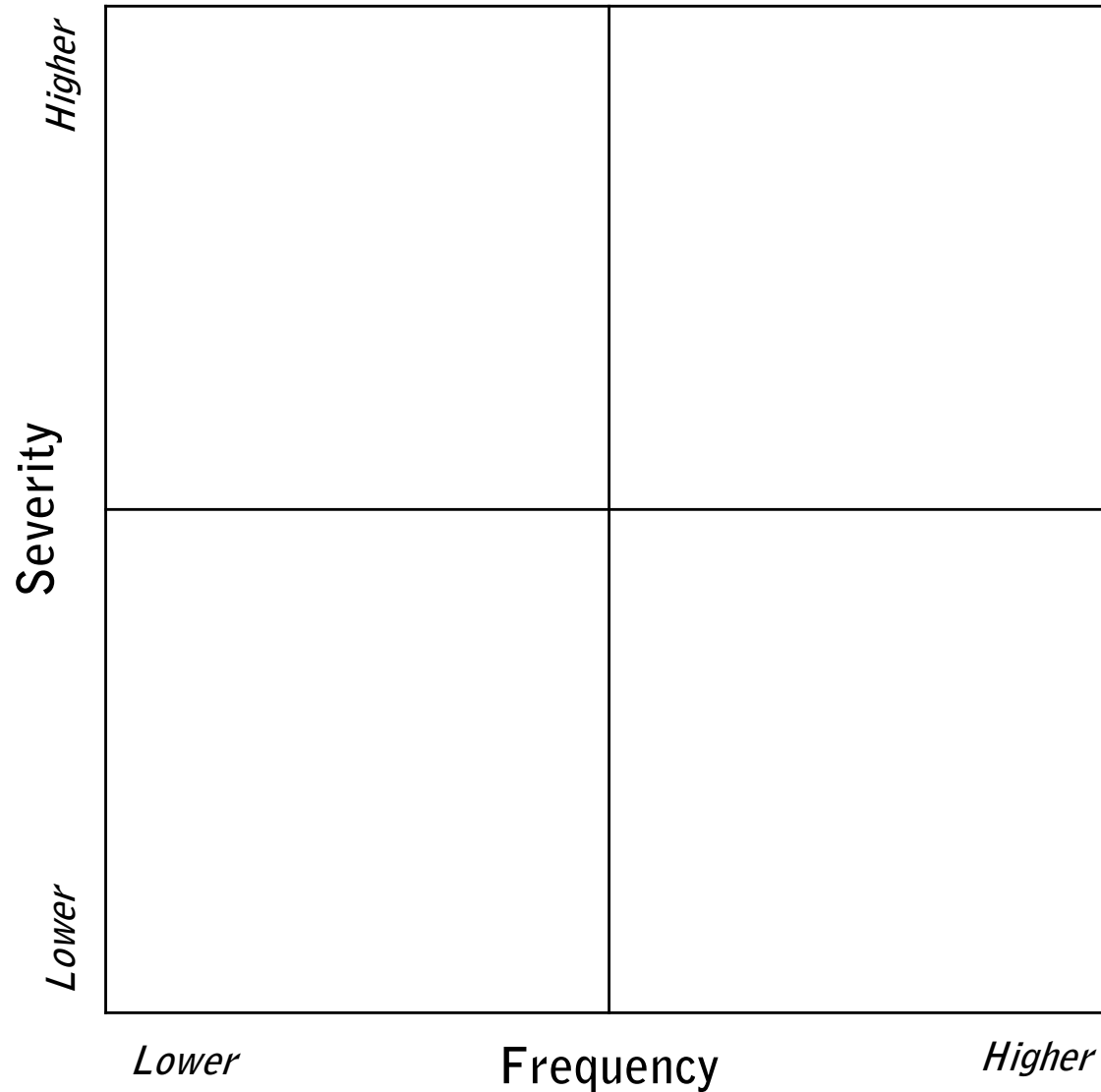
# PRIORITIZATION





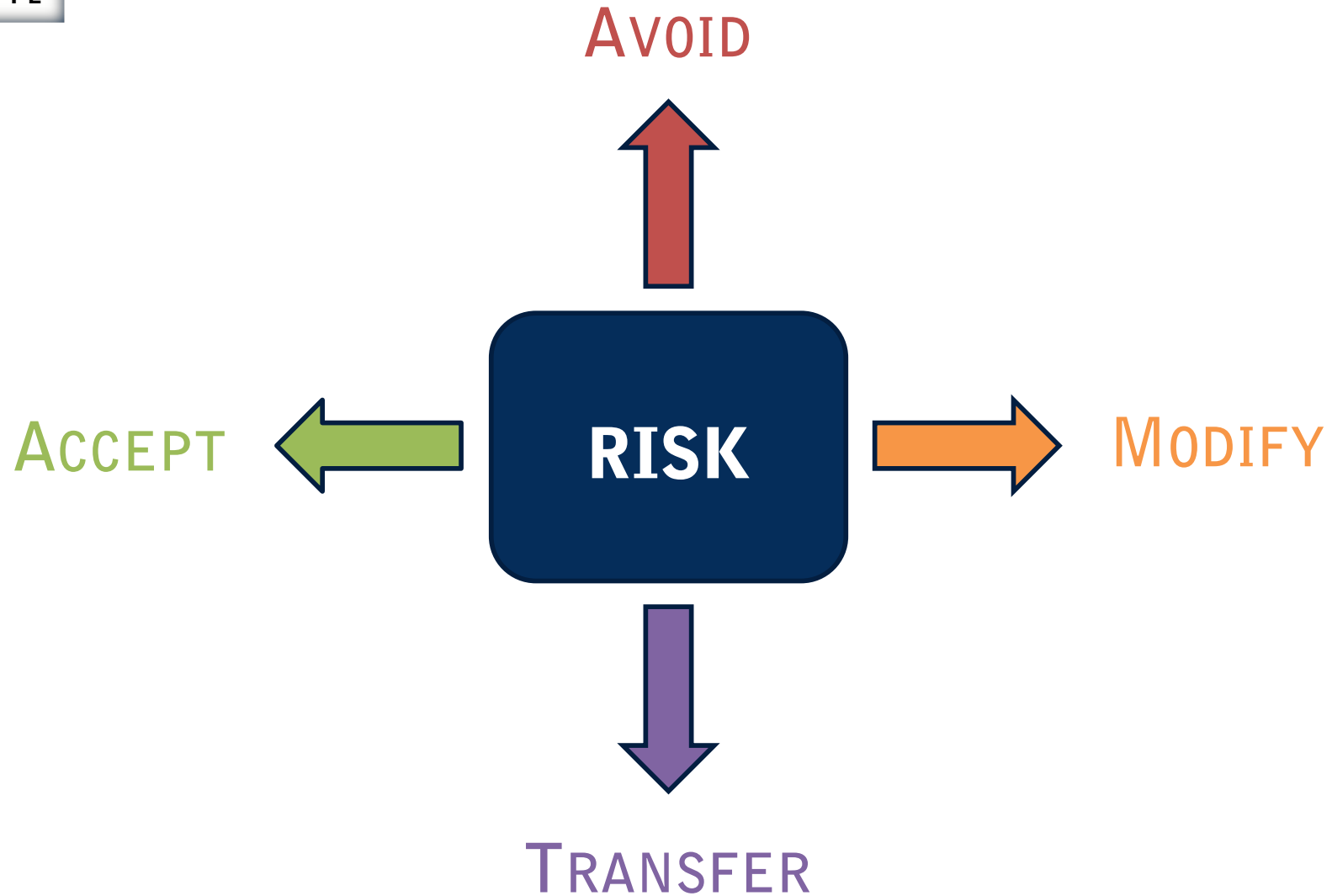


# WHAT'S YOUR PRIORITY?





# STANDARD APPROACHES





# ENERGY FOLLOWS ATTENTION



Organization/Program:

Date:

Preparer:

Topic / Area	Priority (L, M, H)	Resources (materials, people)	Obstacles (internal, external)	Action Steps (short/long term)	Timing (launch/completion)	Milestones (key progress markers)
Field Communications	High	<ul style="list-style-type: none"> <li>• Instructor team</li> <li>• Program management</li> <li>• Development staff</li> <li>• Peer orgs</li> </ul>	<ul style="list-style-type: none"> <li>• What technology?</li> <li>• Don't want to carry</li> <li>• Logistics/locations</li> <li>• Cost</li> <li>• Training</li> </ul>	<ul style="list-style-type: none"> <li>• Specify needs</li> <li>• Pick technology</li> <li>• Funding options</li> <li>• Implementation plan</li> <li>• Review</li> </ul>	<ul style="list-style-type: none"> <li>• Launch 2/19</li> <li>• Implement 5/19</li> </ul>	<ul style="list-style-type: none"> <li>• Tech selection</li> <li>• Funding choices</li> <li>• Implementation plan</li> <li>• Annual review process</li> </ul>



# PLANNING

OUTLINE A PLAN FOR  
YOUR TOP FEW IDEAS



# CAN WE HELP?

DISCUSS YOUR #1 IDEA / NEED WITH 2-3 PEOPLE

LOOK FOR COMMONALITIES

OFFER SUPPORT / IDEAS / TOOLS

ASK FOR HELP



# KEYS TO PROGRESS

- 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
- ITERATE



# OTHER TOOLS

- RISK MANAGEMENT REVIEW – FORMAL OR INFORMAL
- ACCREDITATION
- INCIDENT REPORTING – PERIODIC REVIEW & FOLLOW-UP
- SERIOUS INCIDENT REVIEWS
- WRMC RESOURCES AND CONNECTIONS

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# QUESTIONS?

[OutdoorSafetyInstitute.com](http://OutdoorSafetyInstitute.com)