

GAMES DEBRIEF PROCESS

FOR NATIONAL SPORTING ORGANISATIONS,
NATIONAL INSTITUTE NETWORK AND GAMES PARTNERS

The AIS would like to collaborate with National Sporting Organisations (NSOs) to optimise their debriefing process to capture insights that will assist in delivering best performance outcomes at pinnacle events like the Olympic and Paralympic Games.



WHY conduct a Games team debrief process?

The aim is always to deliver best performance at pinnacle events and achieve expected or better results at the Games. Pinnacle events like the Games can also be stressful events for athletes, coaches, and performance support who make up the team.

Team performance is fundamental to success at pinnacle events like the Olympic and Paralympic Games. The process undertaken to review team performance can include activities scheduled before and after the pinnacle event so the insights critical for continuous improvement, innovation, competitive advantage, and success can be accurately captured and actioned.



A team debrief process is...

Team debriefs are an organised and facilitated series of meetings whereby the team can come together and learn from their collective experiences in preparation and performance at the pinnacle event. The general structure of a debrief can follow a simple structure of:

- > What was done well [SUSTAIN]?
- > What can be improved [IMPROVE] and the solution [FIX]?
- > What should be changed or not repeated [CHANGE]?

Part 1: Self-Reflection

The process also requires individual team members to engage in adaptive self-reflection about their personal experience and consideration of their learning, improvement and wellbeing management after a stressful event.

Part 2: Bring the Team Together

The team debrief prioritises learning, improvement, and enhancing subsequent performances.

Timeline of Events: for Consideration

Before Games:

1. Briefing for the team to consider “what successful team preparation and performance is at the Games”
[consider athletes, coaches and performance support experience]
2. NSO Games Debrief Process communicated to the team for input and feedback and process approved by the NSO Board
3. Debrief of preparation and readiness before departing for the Games

After Games:

1. Debrief of preparation and performance at the Games by the (a) Athletes & Coaches and (b) entire team
2. NSO and AIS Games cycle review



Co-ordinating your Games team debrief process

The AIS in collaboration with the Australian Army want to offer expertise in delivering effective Pinnacle Event team debriefs. NSOs can access extensive experience, best practice debriefing techniques, a broad resource pool and skilled facilitation.

NSOs should consider:

- > **stages** of a Games brief (before event) and debrief (after event) process
- > **informing** and engaging athletes, coaches, and performance support staff in a Games debrief process
- > **approval** of process by NSO Board
- > **dates** they have scheduled the stages of the Games debrief process
- > **collecting** insights during the stages of the Games debrief process
- > **reporting** of insights to athletes, coaches, performance support staff, and AIS



Sharing insights

Data will be collected from all NSOs and shared in a de-identified report for all stakeholders including NSOs, NIN, and Games Partners. The data requested by the AIS from all NSOs will include:

- > **Performance Health** – physical readiness, wellness and wellbeing
- > **Competition Readiness** – mental readiness to compete and perform best
- > **Team Dynamic & Interactions** – communication, problem solving, staffing structure and capability
- > **Covid & Quarantine Management**
- > Athlete, Coach & Performance Support Staff **Experience**
- > **Expected vs Actual Results**

The report will also share the pertinent themes identified by NSOs in their debrief and acknowledge:

- (a) what was done well
- (b) what could be improved and how
- (c) what is to be changed or not done again in the future and why.

Pandemic management practices will also be a key feature of the report and can be referred back to as required in the future.

The data included in the report will be de-identified and made available to all systems partners.



Next steps

The AIS would like to support all NSOs with their Games debrief process. The provision of resources and consultation will come at no cost to your organisation.

Please nominate your debrief process preference via this short form.