

E-training tool descriptor

Supra-category: IOTC ROS Observer Co-ordinator Training (IOTC ROS OLC)

Category: Debriefers Training (IOTC ROS OLC TR9)

Course: Debriefing Process (IOTC ROS OLC TR 9.02)

Course Description

Debriefing is an essential part of the observer learning process. It is during the debriefing session that the observers draw connections between the lessons they were taught and the activities they undertook at sea, and that increases the overall understanding of their responsibilities. Furthermore, it helps the observers to retain what they have learned during training.

Debriefing gives the debriefer the opportunity to identify gaps in observer knowledge and errors (due to distraction and/or due to lack of competencies) in data collection and it allows them to provide effective (constructive and positive) feedback to observers to help them to understand where they stand in relation to expected behaviour. Debriefing also provides observers with a platform to provide feedback and clarify any misinterpretations of their instructions.

Additionally, it helps debriefers and observers to identify any psychological and emotional discomfort that can have been provoked or exacerbated by the observer trip (cases of harassment, family related problems etc.) and to propose adapted solutions, where possible.

Debriefing assists Observer Programmes to build consistency at the observer level and promotes work consistency in and among observer teams. Consistency helps remove uncertainty within observer job responsibilities, helps build trust in observer work, promotes team work and its linked to success.

The use of interview procedures in the planning, preparation, and implementation of debriefing, by resorting to classic and adapted interview techniques, and by employing standard debriefing templates simplifies debriefing by homogenising the debriefing process and by standardizing observer trip documents revision, observer evaluation and feedback procedures.

As such standard debriefing interviews should be consistently conducted by Observer Programmes, in the debriefing of observers, in assessing observers' overall skills and in providing feedback both to observers and Observer Programme authorities.

The objective of this course is to familiarize participants with: (1) interview procedures geared for planning, preparing, and implementing effective debriefing, (2) tools used in assessing observer skills and competencies, (3) methods for the providing and requesting of constructive, positive feedback, and (4) the importance to use standard debriefing templates and protocols.