

I'd Like Nick Faldo For My Crisis Response Team

Integrated Emergency
**Management
and Recovery** 



You're a former club golf champion, but you've not played regularly for years. In fact, over the past five years, you've only played on New Year's Eve at the Harold Holt Invitational held at [The National Golf Club in Victoria](#).

It's New Year's eve 2020, and, driver in hand, you're on the first tee. What are your expectations for your first shot?

For the past ten minutes you've been talking up a 300m drive to the middle of the fairway, but secretly you'll be happy to find your ball in the left rough under a Moonah tree.

You have low expectations because, as a former low handicap golfer, you know what it takes to perform when it counts.

You know it takes lots of purposeful practice of discrete skills. Long game, short game, getting out of trouble, bunker shots, chipping etc. with a focus on weaknesses. Prepare for every possible scenario at the practice ground so that when you need to execute, you're competent and confident because you've done the work.

The best golfers don't hit balls from the lush lawn of the practice ground; they are in the thick grass behind the tool shed practising a shot they hope they never need on the course.

I think organisations need the same dedication when preparing their people for dealing with an incident, emergency or crisis.

Lots of short, targeted practice for individuals, for small teams and the whole team so that everyone is competent and confident in their role should the business, or workmates need them to perform at the highest level. (1)

Great club golf putters engage in short sharp practice as often as they can. Why not do the same for response roles at organisations? Practice small parts of the response role every week or month. Never do the same thing twice, over and over.

After all, it's not about practising until you get it right, it's about practising until you can't get it wrong.

(1) The Integrated Emergency Management and Recovery (IEMR) initiative provides all the resources required for an organisation to implement self-paced, short, purposeful practice for teams and individuals.

Article posted on LinkedIn by Jayston Small

<https://www.linkedin.com/pulse/id-like-tiger-woods-my-crisis-response-team-jayston-small/>