

Why 70% of All Changes *STILL* Fail—  
and What You Can Do About It

# BEYOND THE WALL OF RESISTANCE

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## Toolkit Page 135 AAR Discussion Tool

### After Action Report Discussion Tool

An After Action Report (AAR) usually covers a few fundamental questions. Add questions as needed, but simpler is often better. It keeps the conversation focused.

Also, I encourage you to talk with each other without slides. They can reduce the most profound issues to insipid bullet points.

1. What was our intent? (Or, our goals and expectations?)
2. To what extent did we meet those expectations?
3. What worked well?

4. What didn't?

5. What did we learn?

6. What will we do differently in the future?

© **2010 Rick Maurer**. Rick uses his Change without Migraines™ to advise organizations on how to lead change effectively. He is author of many books including *Beyond the Wall of Resistance*. In 2009, he created the Change Management Open Source Project, a free resource for people interested in change in organizations. You can access the open source project as well as many free articles and tools from his web site: [www.rickmaurer.com](http://www.rickmaurer.com)

