

Stories of Prevention Across Commands

PREVENTION IN ACTION

U.S. ARMY - FORT SILL

Fort Sill's Breakthrough in Primary Prevention: Uniting Leaders and Empowering Communities

As a Supervisory Prevention Specialist, Mr. David Carnahan leads the Fort Sill Integrated Prevention Advisory Group (I-PAG) with a team of nine prevention specialists. Carnahan's work aligns to the tactical level at Fort Sill with active guidance from his higher headquarters command (HHC), U.S. Army Training and Doctrine Command (TRADOC). Through regular contact and collaboration with HHC, Fort Sill strengthened a valuable relationship with their operational-level prevention manager at TRADOC. HHC ensures that the Fort Sill I-PAG has the guidance and information needed to empower their work at the installation level.



"I would highly recommend all Command Groups to engage I-PAG for the plethora of services they can provide to assist in making your team better."

*- Army Col. David R. Maxwell,
Commander, US Army Dental
Health Activity, Fort Sill*

Enhancing Community Impact: The Role of Prevention Specialists

EDUCATING LEADRES ON THE VALUE OF PRIMARY PREVENTION

The I-PAG highlights the value of thorough onboarding for new members to the Fort Sill community. Increasing connection to the mission and installation can facilitate their integration to the community, support a healthy environment and increase retention.

STREAMLINING PRIMARY PREVENTION ACTION PLANS

The I-PAG combined three planning requirements – the DEOCS Action Plan, the Unit Risk Inventory recommendations and the Comprehensive Integrated Primary Prevention Plan – into one comprehensive action plan that will be monitored and evaluated by I-PAG.

SECURING LEADER BUY-IN THROUGH QUALITATIVE ANALYSIS

The I-PAG reviewed more than 750 pages of DEOCS survey comments and manually coded them to develop themes and align those categorical findings to related shared risk and protective factors.



Educating Leaders on the Value of Primary Prevention

As part of his engagement with leaders, Carnahan shares research on protective factors in an accessible way to support real-life implementation. One example of this impact is demonstrated through emphasis on the onboarding efforts of new members to Fort Sill. Implementation of a comprehensive approach to onboarding, paired with an increased connection to the mission and installation, can facilitate their integration to the community, support a healthy environment and increase retention. Carnahan notes, “It’s something that we’re already required to do, and if you do it to standard, you’ll reap the benefits quickly.” He also stresses the importance of using any existing, on-base resources that support the primary prevention mission, such as the Army Ready and Resilient (R2) program resources. Presently, he and the I-PAG team are working to synergize existing Army resources and requirements to develop a comprehensive integrated primary prevention plan that can be implemented by leaders and stakeholders across the installation.

Securing Leadership Buy-In: Analyzing the Defense Organizational Climate Survey (DEOCS)

After the 2023 DEOCS fielding window closed, the I-PAG team reviewed more than 750 pages of feedback and manually coded it to develop themes and align those categorical findings to shared risk and protective factors. This added capability provided by the I-PAG complemented the existing quantitative analysis that accompanies the DEOCS results and supported commander’s observations that otherwise didn’t have evidence.

At a DEOCS debrief to commanders, Carnahan and his team were able to secure leadership buy-in by providing this comprehensive analysis of the DEOCS feedback and results. A brigade commander (O-6) rescinded seven weeks of staff meetings and instructed his leaders to instead attend a working group, facilitated by I-PAG, to develop prevention action plans based on the DEOCS data analysis and findings.

Streamlining Leadership Action Plans to Add Value to Understanding

With support from leadership, the Fort Sill I-PAG combined three planning requirements – the DEOCS Action Plan, the Unit Risk Inventory recommendations and the Comprehensive Integrated Primary Prevention Plan – into one comprehensive action plan that will be monitored and evaluated later by the I-PAG.

Through this streamlined process, the I-PAG team helped facilitate a shift in perception and enhanced understanding, ultimately showing leaders how the Command Climate Assessment provides additional valuable indicators outside of DEOCS survey data. This short-term impact further supports a greater understanding of how action plans can be implemented using a focused and data-driven approach.