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WHITE PAPER:

Analyzing Active Threat Response Models:

A Comparative Study

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White Paper: Analyzing Active Threat Response Models - A Comparative Study

EXECUTIVE SUMMARY

Purpose and Key Findings: This white paper provides an in-depth comparative analysis of active threat response models, focusing on the RUN, HIDE, FIGHT methodology, the A.L.I.C.E. response model, the A.D.D. (Avoid, Deny, Defend) approach, and the Strategos 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT®. Our objective analysis, grounded in research and real-world outcomes, seeks to evaluate each model's effectiveness, flexibility, and applicability in various active threat situations. The key findings highlight significant differences in approach, training requirements, and situational responsiveness, underscoring the critical need for adaptable, comprehensive response strategies in enhancing safety and preparedness.

INTRODUCTION TO THE RESPONSE MODELS

- **RUN, HIDE, FIGHT:** A linear model emphasizing sequential actions starting with evacuation as the most preferred option.
- **A.L.I.C.E.:** Stands for Alert, Lockdown, Inform, Counter, and Evacuate, offering a range of proactive strategies.
- **A.D.D. (Avoid, Deny, Defend):** Focuses on avoiding the attacker, denying access, and defending as a last resort.
- **Strategos 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT®:** A principle-based, non-linear approach that allows for dynamic, situational decision-making.







Recommendation for the 3-OUT Model: After thorough analysis, we recommend the Strategos 3-OUT Response Model as the most effective and versatile active threat response strategy. The 3-OUT Model's principal strengths lie in its flexibility, allowing individuals to adapt their response based on specific circumstances and the nature of the threat. Unlike other models, the 3-OUT approach is non-linear, empowering responders with options that can be applied in any order, based on the immediate situation. This model has been validated through extensive training sessions and real-world applications, demonstrating its effectiveness in providing a comprehensive safety approach. The 3-OUT Model's emphasis on proactive planning, situational awareness, and actionable strategies aligns with the evolving dynamics of active threat incidents, making it a superior choice for organizations committed to the highest standards of safety and preparedness.

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INTRODUCTION:



The Rising Need for Active threat Response Training In an era marked by an increasing frequency of active threat incidents, the imperative for effective and comprehensive response training has never been more pronounced. These unpredictable and potentially devastating events necessitate a proactive approach to public safety, compelling organizations, educational institutions, and law enforcement agencies to refine and reinforce strategies aimed at mitigating harm and enhancing our ability to prevail. The evolution of response models reflects a deepening understanding of the complex nature of such incidents and the critical importance of preparedness and rapid, decisive action.

EVOLUTION OF RESPONSE MODELS:

The landscape of active threat response has significantly evolved from the traditional RUN, HIDE, FIGHT methodology to more nuanced and adaptable models like A.L.I.C.E. and A.D.D. (Avoid, Deny, Defend). This progression acknowledges the intricate dynamics of active threat situations, advocating for response options that offer flexibility and adaptability. At the forefront of this evolution stands the Strategos 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT®, a principle-based, non-linear approach that underscores the significance of swift decision-making informed by the immediate threat context.

OBJECTIVES OF THE WHITE PAPER:

This white paper seeks to conduct a thorough comparative analysis of various active threat response models, focusing on critical selection criteria to determine the most effective approaches. By evaluating the RUN, HIDE, FIGHT methodology, the A.L.I.C.E. model, the A.D.D. strategy, and the Strategos 3-OUT Model, we aim to elucidate each model's strengths and weaknesses. Our objective is to furnish insights that will assist organizations in selecting a response model that best suits their unique requirements, thus ensuring optimal preparedness and safety.

THE IMPERATIVE FOR CONSTANT EVALUATION AND IMPROVEMENT:

The critical importance of the active threat response topic mandates that all organizations commit to a continuous process of evaluating and enhancing their response models, drawing on lessons learned from past active threat events. This ongoing reassessment should consider both the physiological and psychological responses of trained versus untrained individuals to such high-stress crisis situations. Comparable to the advancements in medical procedures, where approaches to surgeries evolve with emerging knowledge and technologies, so too must our strategies for active threat response adapt based on accumulated experience and insights. The goal is not merely to react but to proactively develop new, more effective response strategies that can significantly impact life-and-death outcomes.

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Selection Criteria for Active threat Response Models:

1. **No More Than 3 Response Options:**
   Simplifying decision-making in high-stress scenarios is crucial. The 3-OUT Model's limitation to three response options facilitates quick recall and action, adhering to Hicks Law, which posits that decision-making time increases with the number and complexity of choices.

2. **Non-Ambiguous Response Model Options:**
   The clarity of response options is paramount. Unlike ambiguous models such as A.D.D. and RUN, HIDE, FIGHT, the 3-OUT Model provides clear, straightforward choices, enhancing quick and effective decision-making.

3. **Evacuation NOT Emphasized as Primary Response:**
   Recognizing the vulnerabilities associated with evacuation, especially in complex environments, the 3-OUT Model prioritizes lockdown procedures to minimize exposure to threats.

4. **Non-Linear Response Model:**
   Flexibility in response is essential. The 3-OUT Model's non-linear approach allows decisions to be made based on the individual's location relative to the threat and the environment, enhancing situational appropriateness.

5. **Principally Based Response Model:**
   A universally applicable model ensures effectiveness across diverse settings. The principle-based 3-OUT Model provides a consistent framework adaptable to various scenarios.

6. **Tested and Evaluated:**
   The reliability of a response model is underscored by evidence-based validation. The 3-OUT Model's proven effectiveness in training simulations and real-world events affirms its value as a strategy for active threat response.

INTRODUCTION CONCLUSION

Selecting an active threat response model is a decision of critical importance, with direct implications for the safety and well-being of individuals in crisis situations. This white paper aims to dissect and analyze prevalent models, highlighting the Strategos 3-OUT Model's innovative approach to enhancing survivability through principled, adaptable, and tested strategies. In doing so, we emphasize the necessity for continuous learning and adaptation, drawing on past experiences to develop response strategies that can decisively influence outcomes when lives are at stake.

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Section 1: 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Explained

The 3-OUT Model, developed by Strategos International in 2007, is an innovative evolutionary approach to active shooter response training that prioritizes flexibility, adaptability, and comprehensive safety strategies. Unlike traditional linear response models, the 3-OUT framework offers a principle-based, non-linear methodology designed to enhance the decision-making process during high-stress situations.

DETAILED DESCRIPTION OF THE 3-OUT MODEL

The 3-OUT Model encompasses three primary actions: LOCK OUT, GET OUT, and TAKE OUT, which responders can implement based on their immediate situation and assessment of the threat.

- **LOCK OUT:** This strategy involves securing oneself from the threat by locking doors or creating barricades. It's particularly effective when evacuation is not safe or feasible.
- **GET OUT:** Encourages individuals to evacuate the area quickly and safely if a clear and accessible escape route is available, minimizing their exposure to the threat.
- **TAKE OUT:** As a last resort, this strategy advocates for individuals to actively counter the attacker, using available means to disrupt or incapacitate the threat if they cannot safely LOCK OUT or GET OUT.

PROS OF THE 3-OUT MODEL

- **Flexibility and Situational Responsiveness:** The model allows individuals to select the most appropriate response based on their specific circumstances, rather than adhering to a set sequence of actions. This flexibility ensures that responders can adapt their strategies to various environments and threat levels.
- **Non-Linear Response Model:** The The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model's non-linear approach empowers responders to make decisions influenced by their location in relation to the threat and the specific environment they find themselves in, whether it be an office, school, or public space.
- **Emphasis on Proactive Planning:** The model introduces the 15-Second 3 OUT Assessment process, encouraging individuals to quickly evaluate their options for LOCK OUT, GET OUT, or TAKE OUT. This process fosters situational awareness and proactive planning, enabling responders to act decisively.
- **Universally Applicable in Any Environment:**
  The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model and its accompanying 3 OUT Assessment process, being principally based and highly flexible, are designed to be universally applicable across any environment, whether indoor or outdoor. This adaptability ensures that individuals can effectively apply the model's strategies in various settings, including the workplace, home, shopping centers, restaurants, places of worship, and large indoor/outdoor events. The model's versatility makes it a comprehensive solution for enhancing safety and preparedness in virtually any scenario an individual might encounter.

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- **Comprehensive Safety Approach:** Through its LOCK OUT, GET OUT and TAKE OUT strategies, the 3-OUT Model covers a broad spectrum of response options, from securing a safe lockdown position to taking active measures against the assailant if necessary, providing a holistic approach to safety.

CONS OF THE 3-OUT MODEL

- **Lower Public Recognition and Initial Adoption Barriers:** Despite its effectiveness, the 3-OUT Model may face challenges in gaining immediate recognition and adoption, especially in communities or organizations that are more familiar with traditional response models like RUN, HIDE, FIGHT. Overcoming these barriers requires targeted education and outreach efforts to demonstrate the model's benefits and applicability.



In conclusion, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® response Model represents a significant advancement in active shooter response training, offering a dynamic and flexible framework that empowers individuals to make informed, situationally appropriate decisions. While it may initially face challenges due to lower public recognition, its comprehensive approach to safety, emphasis on proactive planning, and adaptability make it a valuable tool for enhancing preparedness and response capabilities across various settings.

Section 2: Expanded Comparative Analysis

2.1 COMPARISON TO RUN, HIDE, FIGHT

Flexibility

- The RUN, HIDE, FIGHT methodology presents a linear sequence, potentially limiting adaptability and flexibility in varied situations. In contrast, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model offers enhanced flexibility, allowing individuals to select the most suitable response (LOCK OUT, GET OUT, TAKE OUT) based on immediate circumstances, not a set order.

Situational Responsiveness

- RUN, HIDE, FIGHT's structured approach and emphasis on evacuation may increase the risk as well as delay critical decision-making. The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® model, however, prioritizes rapid situational assessment and decision-making, enabling quicker and more context-appropriate responses, improving overall situational responsiveness.

Training Effectiveness

- Though RUN, HIDE, FIGHT is easy to remember, its simplicity might not fully prepare individuals for the complexities of actual events. The 3-OUT Model's training is more comprehensive, emphasizing critical thinking and situational awareness through scenario-based exercises, significantly enhancing training effectiveness.
- In summary, the 3-OUT Model surpasses the RUN, HIDE, FIGHT approach by offering greater flexibility, improved situational responsiveness, and more effective training. Its adaptable and comprehensive framework better equips individuals to respond to active shooter situations efficiently.

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2.2 COMPARISON TO A.L.I.C.E. RESPONSE MODEL

OVERVIEW OF A.L.I.C.E.:

The A.L.I.C.E. model, an acronym for Alert, Lockdown, Inform, Counter, and Evacuate, is a response strategy designed to offer proactive and dynamic options in the face of an active shooter situation. Unlike linear models, A.L.I.C.E. encourages immediate action based on the situation at hand, focusing on enhancing survival through informed choices and active resistance when necessary.

PROS OF A.L.I.C.E.:



- **Encourages Information Sharing and Situational Awareness:** A.L.I.C.E. stresses the importance of alerting others and staying informed about the threat's location and movements, which can significantly enhance situational awareness and the effectiveness of the chosen response.
- **Offers a Range of Options:** By providing multiple response strategies, A.L.I.C.E. allows individuals to select the most appropriate action based on their current context, rather than following a predetermined sequence.
- **"Counter" Strategy as a Last Resort:** The inclusion of "Counter" as a strategy empowers individuals to actively resist an attacker as a last resort, aiming to disrupt or incapacitate the shooter if escape or hiding is not possible.

CONS OF A.L.I.C.E.:



- **Complexity in Decision-Making:** The breadth of options in A.L.I.C.E. can potentially overwhelm individuals during high-stress situations, complicating quick decision-making.
- **Safety and Liability Concerns with "Counter":** Encouraging untrained individuals to confront an attacker can raise significant safety and liability issues, especially if not properly implemented.
- **Extensive Training Required:** To effectively leverage the A.L.I.C.E. strategies, comprehensive and ongoing training is necessary, which may be resource-intensive for organizations.

COMPARISON WITH 3-OUT MODEL:

The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model shares A.L.I.C.E.'s emphasis on proactive planning and response but distinguishes itself through its streamlined, principle-based approach. While both models offer flexibility beyond linear methodologies, the 3-OUT Model simplifies decision-making by focusing on three core actions—GET OUT, LOCK OUT, TAKE OUT—each applicable based on the immediate situation and threat assessment. This simplification aids in rapid decision-making, potentially reducing the cognitive load during high-stress scenarios.

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COMPARISON WITH 3-OUT MODEL (CONTINUED):

Unlike A.L.I.C.E., which includes "Counter" as one of several strategies, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model integrates the TAKE OUT strategy as a component of a broader, non-linear decision-making framework. This allows individuals to assess and act based on their specific circumstances with clear, actionable choices, mitigating some of the safety and liability concerns associated with the "Counter" strategy.

In summary, while A.L.I.C.E. provides a comprehensive set of proactive response options, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model's structured yet flexible approach streamlines the decision-making process, making it an effective strategy for organizations seeking a balanced emphasis on proactive planning, situational responsiveness, and ease of implementation.

2.3 COMPARISON TO A.D.D. (AVOID, DENY, DEFEND)

Overview of A.D.D.: The A.D.D. (Avoid, Deny, Defend) model is a structured approach to active shooter situations, emphasizing a tiered response strategy: Avoid the attacker whenever possible, Deny access to your location as a secondary measure, and Defend yourself as a last resort if confronted by the threat. This model aims to guide individuals through a progression of actions designed to increase their chances of survival during an active shooter event.



PROS OF A.D.D.:

- **Simplifies Options into Clear Actions:** A.D.D. breaks down the response to an active shooter into three straightforward steps, making it easier for individuals to remember and execute under stress.
- **Defend Option Empowers Individuals as a Last Resort:** The Defend component provides guidance for taking active measures against an assailant if no other options are viable, potentially empowering individuals to protect themselves in dire situations.



CONS OF A.D.D.:

- **Potential Ambiguity in "Avoid" and "Deny" Stages:** While the steps are clear, there can be ambiguity in real-world application, particularly in determining when it is feasible to Avoid or how effectively to Deny access, which might delay critical actions.
- **Emphasizes Non-Confrontational Strategies First:** By prioritizing avoidance and denial of access, A.D.D. encourages individuals to seek safety through evasion and securing their immediate environment before engaging in potentially dangerous confrontations. Although in a perfect world this is for sure optimal this model created a mindset that may not be possible or effective in real world situations.
- **Requires Significant Training for Effective Use:** To fully understand and effectively implement each component of A.D.D., individuals may require substantial training, similar to the A.L.I.C.E. model.
- **May Not Adequately Address the Dynamic Nature of Active Threat Situations:** The sequential nature of A.D.D. might not fully account for the fluidity and rapidly changing circumstances of an active shooter event, potentially limiting its applicability in all scenarios.

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COMPARISON WITH 3-OUT MODEL:

The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model diverges from A.D.D. by offering a non-linear, situation-dependent approach that enhances its applicability across a wider array of scenarios. Unlike A.D.D., which suggests a sequential progression through its strategies, the 3-OUT Model empowers individuals to assess their situation in real-time and choose the most appropriate action—LOCK OUT, GET OUT, or TAKE OUT—without adhering to a specific order. This flexibility is crucial in active shooter situations, where the nature of the threat and the environment can vary significantly from one moment to the next.

Furthermore, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model's emphasis on immediate, actionable strategies provides clear guidance for individuals to quickly determine the best course of action based on their proximity to the threat and the specifics of their environment. This contrasts with the more conceptual framework of A.D.D., where the distinction between Avoid and Deny might become blurred under pressure, potentially hindering decisive action.

In essence, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model's adaptable and pragmatic approach offers a comprehensive strategy that not only addresses the inherent unpredictability of active shooter events but also equips individuals with the tools to make informed decisions swiftly, enhancing overall safety and response effectiveness.

INTEGRATING THE COMPARISONS

In evaluating active threat response models, it's imperative to approach the analysis with objectivity, focusing on the specific needs and circumstances of various organizations. This section integrates the comparisons between the RUN, HIDE, FIGHT methodology, the A.L.I.C.E. response model, the A.D.D. (Avoid, Deny, Defend) approach, and the Strategos International 3-OUT Response Model. Through an examination of their respective strengths and limitations, supported by training outcomes, expert opinions, and hypothetical real-world scenarios, we aim to provide a comprehensive overview that assists organizations in making informed decisions.

RUN, HIDE, FIGHT VS. A.L.I.C.E. VS. A.D.D. VS. 3-OUT MODELS

- **RUN, HIDE, FIGHT** is praised for its simplicity and ease of recall, making it accessible for a broad audience. However, its linear approach and conflicting directional mindset may not address the reality and fluidity of real-life situations, potentially limiting its effectiveness.
- **A.L.I.C.E.** introduces a more proactive set of options, including informing others and countering the threat, which can be more dynamic. Yet, its complexity requires thorough training, and the "Counter" is ambiguous at best.
- **A.D.D.** focuses on avoidance and defense but suffers from potential ambiguity in its options, which could delay decision-making during a crisis.
- **3-OUT Model** stands out for its adaptability and principle-based strategy, providing clear, actionable choices without prescribing a specific order, thus catering to the immediate context of the situation.

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ADAPTABILITY AND TRAINING



The adaptability of a response model is crucial, especially in high-stress scenarios where the situation can change rapidly. The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® model's flexibility allows individuals to react based on their specific circumstances—considering their proximity to the threat and the environment—which is a significant advantage over more rigid models. However, this adaptability comes with the need for comprehensive training to ensure that potential responders are well-versed in evaluating their options and making quick decisions.

COMPREHENSIVE & FLEXIBLY APPROACH TO SAFETY/SECURITY

A comprehensive approach to training and response is vital for preparing individuals to face active threat situations confidently. The 3-OUT model's emphasis on a principled, non-linear response, coupled with strategies for lockdown and active resistance, offers a holistic safety protocol. This model has been proven effective in live scenarios, suggesting its suitability for organizations seeking a robust preparedness strategy.

EVALUATING ORGANIZATIONAL NEEDS



When choosing an active threat response model, organizations must consider several factors, including the typical environment (e.g., schools, offices, public spaces), the population's demographics and capabilities, and the feasibility of implementing comprehensive training programs. The 3-OUT model may be particularly well-suited for settings where individuals are spread across diverse environments, such as large campuses or multi-level buildings, due to its emphasis on situational awareness and flexible decision-making.

INTEGRATING THE COMPARISONS CONCLUSION

The analysis of active threat response models reveals that while each has its merits, the 3-OUT Model's adaptability, comprehensive training approach, and effectiveness in live scenarios make it a strong candidate for organizations prioritizing flexibility and thorough preparedness. By offering a framework that accommodates the unpredictability of active threat events and emphasizes proactive planning and response, the 3-OUT Model provides a solid foundation for enhancing safety protocols in a variety of settings.

CONCLUSION OF COMPARATIVE ANALYSIS



The comprehensive analysis of active threat response models, including RUN, HIDE, FIGHT, A.L.I.C.E., A.D.D. (Avoid, Deny, Defend), and the Strategos 3-OUT Model, offers pivotal insights into the evolving landscape of emergency response strategies. This evaluation underscores the critical need for models that not only address the immediate demands of active threat situations but also align with contemporary principles of safety, preparedness, and crisis management. Among the models analyzed, the 3-OUT Model distinctly emerges as a strategy that closely aligns with current needs for adaptability, proactive planning, and a comprehensive, flexible approach to active threat scenarios.

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ADAPTABILITY TO CONTEMPORARY THREATS

The 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® model's principle-based, non-linear framework facilitates rapid decision-making that is essential in the fluid and unpredictable nature of active threat incidents. Unlike more rigid, sequential models, the 3-OUT approach empowers individuals to assess their situation in real-time and choose the most appropriate response based on their location relative to the threat and the specific environment they find themselves in. This adaptability is crucial for responding effectively to contemporary threats, which often unfold rapidly and without warning.

PROACTIVE PLANNING AND PREPAREDNESS



A significant advantage of the 3-OUT Model is its emphasis on proactive planning and situational awareness. By encouraging individuals to think critically about their environment and potential responses before an incident occurs, the model fosters a mindset of preparedness that can significantly enhance the effectiveness of the response when seconds count. This proactive approach aligns with modern safety protocols that advocate for regular training and drills to ensure that emergency response becomes a reflexive action rather than a deliberated decision during a crisis.

COMPREHENSIVE AND FLEXIBLE RESPONSE STRATEGIES

The comprehensive nature of the 3-OUT Model, which encompasses LOCK OUT, GET OUT, and TAKE OUT, offers a flexible toolkit of responses that can be tailored to a wide range of scenarios. This flexibility ensures that the model can be effectively implemented in diverse settings, from educational institutions and workplaces to public venues and large-scale events. The ability to choose an appropriate response without being confined to a prescribed sequence of actions allows for a more nuanced and effective approach to managing active threat situations.

IMPORTANCE OF ONGOING EVALUATION AND ADAPTATION

The comparative analysis highlights the importance of continuous evaluation and adaptation of response models to meet evolving threats. Just as threats become more sophisticated, so too must our strategies for dealing with them. The 3-OUT Model's effectiveness in live scenarios and training exercises underscores the value of evidence-based approaches to developing and refining response strategies. Organizations should commit to an ongoing process of learning from past incidents, integrating new insights, and updating training protocols to ensure that response models remain relevant, effective, and aligned with best practices in safety and emergency response.

In reinforcing the comprehensive adaptability of the Strategos 3-OUT Model, it is imperative to emphasize its universal applicability across a myriad of environments where an individual might find themselves during an active threat event. Whether at work within the confines of an office, amidst the open expanses of a crowded outdoor venue, enjoying the ambiance of a restaurant, seeking solace at home, participating in communal worship, or any other conceivable location, the 3-OUT Model offers actionable strategies that can be tailored to the specific characteristics and challenges of each setting.

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This universality is a testament to the model's thoughtful design, which prioritizes the responder's ability to quickly assess and effectively react to a threat, irrespective of the immediate environment. By transcending the limitations of more location-specific response plans, the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model equips individuals with the knowledge and tools necessary to enhance their safety and security in virtually any scenario, underscoring its role as a versatile and indispensable component of contemporary active threat response training. In conclusion, the 3-OUT Model represents a significant advancement in active threat response strategies, offering the adaptability, proactive planning, and comprehensive response options that are essential in today's complex threat environment. Its alignment with contemporary needs, coupled with the importance of continual reassessment and adaptation, positions the 3-OUT Model as a preferred choice for organizations committed to the highest standards of safety and preparedness. As we move forward, the lessons learned from applying and analyzing these models will be invaluable in shaping the future of active threat response training and ensuring the safety and security of individuals and communities alike.

Section 3: Recommendations for Implementation

As organizations consider the adoption of an active threat response model, particularly the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Response Model, strategic planning, comprehensive training program development, and proactive management of potential challenges are crucial for successful implementation. The following recommendations are designed to guide organizations through the process of integrating the 3-OUT Response Model into their safety and emergency response protocols.

STRATEGIC CONSIDERATIONS FOR ORGANIZATIONS

1. **Simplifying Assessment of Current Preparedness Levels:** Organizations should begin by conducting a thorough assessment of their current emergency response plans and preparedness levels for active threat situations. This assessment should include an evaluation of existing protocols, communication systems, and employee awareness and readiness.

2. **Customization to Specific Needs:** While the 3-OUT Model is adaptable to various environments, organizations must apply the model to their specific settings, considering factors such as physical layout, typical occupancy, and any unique risks or vulnerabilities.

3. **Stakeholder Engagement:** Successful implementation requires the engagement and buy-in of all stakeholders, including employees, management, security personnel, and local law enforcement agencies. Open communication about the rationale for adopting the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model and its expected benefits will facilitate broader acceptance and cooperation.

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TRAINING PROGRAM DEVELOPMENT

1. **Comprehensive Training Curriculum:** Utilize the existing comprehensive training curriculum that covers all aspects of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model, including LOCK OUT, GET OUT, and TAKE OUT strategies. Training should incorporate theoretical learning, practical exercises, and simulations to ensure that participants fully understand and can apply the model's principles.

2. **Regular Drills and Simulations:** Regularly scheduled supervised drills and simulations are essential for reinforcing the training and ensuring that responses become second nature to participants. These exercises should vary in scenario and complexity to cover a wide range of potential situations.

3. **Continuous Learning:** Incorporate mechanisms for continuous learning and feedback into the training program. 5 minute chalk talk scenarios discussing how the 3 OUT model would be applied in a given environment or scenario can provide valuable insights into the effectiveness of the training, application of the training and identify opportunities for improvement.

ADDRESSING POTENTIAL CHALLENGES AND CONCERNS

1. **Overcoming Resistance:** Resistance to new protocols, especially those involving active participation in crisis situations, can be a significant challenge. Addressing concerns through transparent communication, emphasizing the importance of individual and collective safety, and highlighting the model's success in enhancing preparedness can help mitigate resistance.

2. **Resource Allocation:** The development and implementation of a comprehensive training program require a commitment of resources, including time, financial investment, and personnel. Organizations should plan for these requirements in advance, ensuring that adequate resources are allocated to support the training program's goals.

3. **Maintaining Readiness:** Keeping skills and knowledge up to date is crucial for the long-term success of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model implementation. Organizations should establish ongoing training schedules, regular updates to the program based on evolving best practices, and continuous evaluation of the model's effectiveness in real-life situations.

In addition to strategic considerations, training program development, and addressing challenges, organizations should also incorporate the following steps to ensure the successful adoption and implementation of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model:

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PILOT COURSE AND FEEDBACK MECHANISMS

- **Implementation of a Pilot Course:** Launch a pilot course of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Response Model training to gather initial feedback and gauge its effectiveness. The pilot should be designed to represent a cross-section of the organization's population to ensure that feedback is comprehensive and representative.
- **Scored Participant Feedback:** Collect scored participant feedback using pre-determined self-assessments that measure levels of fear, preparedness, and confidence before and after the training. This feedback should also include participants' comparisons of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model training to any current training offerings by the organization, highlighting areas of improvement and participant preferences.
- **Analysis and Iteration:** Analyze the feedback to identify trends, areas for improvement, and training aspects that were most effective. Use this analysis to iterate and refine the training program, ensuring that it meets the needs and expectations of all participants.

DETERMINING THE APPROPRIATE DELIVERY MODEL

Organizations have various options for delivering the Strategos 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Response Model training to their members. Deciding on the most appropriate delivery model depends on factors such as organizational size, geographic distribution, resource availability, and specific training objectives.

Consider the following options:

1. **In-Person Training for End Users:** This traditional method offers direct interaction with trainers, providing immediate feedback and the opportunity for hands-on practice. It is highly effective for complex topics that benefit from real-time clarification and discussion.
2. **Train-the-Trainer Option:** Selecting and training internal champions or instructors to facilitate and disseminate the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Model throughout the organization can be cost-effective and promote internal expertise. This approach ensures that training is ongoing and can be customized to fit the organization's unique environment.
3. **E-Learning Training Option:** Strategos online E-learning program can provide flexible and accessible training options for organizations with dispersed workforces. This E-learning program includes interactive elements, quizzes, and scenario-based learning, allowing participants to engage with the material at their own pace.
4. **Virtual Reality (VR) Training Option:** Strategos VR program offers immersive training experiences that can simulate real-life scenarios with high fidelity. This cutting-edge, immersive learning approach allows participants to practice responses to active threat events in a controlled, safe environment, enhancing learning through realistic experience.

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CONCLUSION

The successful implementation of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Response Model within an organization requires careful planning, consideration of strategic factors, development of a comprehensive training program, and proactive management of potential challenges. By conducting a pilot course, gathering, and analyzing participant feedback, and selecting the most appropriate training delivery model, organizations can ensure that their adoption of the 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Response Model not only enhances their preparedness for active threat situations but also aligns with their broader safety and security objectives. The commitment to ongoing evaluation and adaptation of the training program will further ensure that the organization remains at the forefront of active threat response preparedness.

ABOUT STRATEGOS INTERNATIONAL

Founded in 2002, Strategos International brings over two decades of expertise to the forefront of safety/security and tactical response training, consulting, and protection solutions. With a distinguished history of training and serving over 400,000 individuals across military, government, law enforcement, corporate, education, healthcare, and faith-based sectors, Strategos has established itself as a leader in comprehensive safety solutions.

Strategos reach and impact extends globally, having provided training and consulting services in 15 countries and serving clients across all 50 states in the USA. This wide-reaching influence underscores their commitment to enhancing safety and preparedness at both national and international levels.

One of Strategos core foundational offerings is the innovative 3-OUT RESPONSE - LOCK OUT / GET OUT / TAKE OUT® Active Threat Response Model, reflecting the organization's dedication to developing adaptable and effective response strategies. Through continuous refinement of their methodologies, Strategos ensures that clients receive the most advanced and practical security solutions.

Dedicated to excellence, Strategos International is recognized for its rigorous training programs, high-caliber instructors, and tailored protection solutions. As a trusted partner in safety, security and emergency preparedness, Strategos remains committed to elevating safety/security protocols, leading practices and response capabilities worldwide.

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