

Wendell Britt

The crew that survives the season

*Emotional regulation as a decision-quality problem —
and training that outlasts the people who ran it.*



Presented at the **Wilderness Risk Management Conference** · Paid speaker for **Oregon Outdoor School** (OSU Extension) · Instructor, **Wichita Creative Co.** Film Camp · Instructor, **Writers in Baltimore Schools** · Speaker and substitute faculty, **Northfield Academy**

Your incidents don't start with a bad decision. They start with a leader who couldn't metabolize what they were feeling and made the call anyway. **Anger and fear that stay stuck produce exactly two failure states — recklessness and resignation** — and both of them are already in your incident reports under other names. I train field staff to work the charge instead of around it, and I build the structure so the training survives the season.

THREE SESSIONS

RISK · STAFF TRAINING & DECISION MAKING

Recklessness & Resignation

The two ways a leader's regulation fails in the field, how each one looks from the outside, and what to do in the ninety seconds before the call. Five channels, one practice.

STAFF TRAINING · RETENTION

Why Your Training Didn't Take

I built a course on this material. It had under a 10% completion rate. What I rebuilt from that is the method — thirst and wanting to drink are not the same thing.

LEADERSHIP · SEASONAL & VOLUNTEER CREWS

Six Roles Every Crew Needs

Role clarity for groups where nobody picked a role — they just started doing the work nobody else would. Six roles, the shadow each casts, and who's missing from yours.

WHY ME FOR A FIELD AUDIENCE

- **I've stood in your rooms.** WRMC presenter; paid by Oregon Outdoor School; instructor in two youth programs.
- **The turnover problem is the whole subject.** Alumni relations and employee engagement — volunteer chairs, rotating leadership, from the inside.
- **15 years frontline** at Apple, Airbnb and T-Mobile. I know where training stops reaching, because I was standing there when it did.
- **You'll be doing something in the first fifteen minutes.** This is a practice, not a lecture with a slide about psychological safety.

STAFF TRAINING — PRICED PER SEAT

HALF-DAY, PRE-SEASON OR MID-SEASON

Per seat · 15 minimum	\$95
40+ staff	\$85/seat
60+ staff	\$75/seat

EVERYTHING ELSE

Conference workshop	no fee
Corporate & university	\$2,500–\$4,500

Seat price includes the workbook. Travel from Wichita, KS.

"The course had less than a ten percent completion rate. I did what I always do. I doubled down... The horses ran up to me talking about how thirsty they were. When I brought them to water, they walked away. Turns out thirst and wanting to drink are not the same."

MASTERING THE GAME OF ALLYSHIP, CHAPTER 9



Mastering the Game of Allyship

How to Build an Allyship Practice That Lasts · 2026 · Also: *Igniting Joy*, on anger