



## INTERNAL INSTRUCTOR GUIDE

### ELITE TRAINING RETREAT

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CONFIDENTIAL · INTERNAL TRAINING TEAM ONLY

# Internal Instructor Guide

Schedule flow, teaching priorities, safety language, working notes, and debrief capture for the instructor team.

**Instructor operating priorities.** Keep the weekend moving, keep points of instruction short, keep points of safety visible, and capture issues while they are fresh.

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## WEEKEND FLOW

# The operating rhythm

Timing blocks, transitions, course blocks, and operational reminders are listed below for quick reference.

## FRIDAY

**7:00–9:00 P.M.**

Welcome, intros, fear question, Fear as Fuel preview, expectations, and Human Weapon System reminder. Keep the evening simple and personal.

## SATURDAY

**8:30 A.M. ARRIVAL · 9:00 A.M.–4:00 P.M. TRAINING · 6:00 P.M. DINNER**

Human Weapon framing, SPEAR progressions, awareness, posture, verbal skills, Timeline of Violence, application work, dinner, reflection, and Sunday setup.

## SUNDAY

**8:30 A.M. · NICK BLAUER**

Separate special presentation block with Nick. Do not group this into the formal SPEAR ETR training block.

## SUNDAY

**9:00 A.M. · FORMAL SPEAR ETR TRAINING**

Formal Sunday training begins here: SPEAR Arsenal, advanced concepts, scenario integration, emotional climate training, final physical work, Q&A, and wrap-up.

## SUNDAY NOTES

**BETWEEN BLOCKS AND END-OF-DAY**

Capture transition issues, questions to revisit, POS adjustments, and follow-up items in the dedicated note areas.

## OPERATING REMINDERS

|                      |                                                                                  |
|----------------------|----------------------------------------------------------------------------------|
| <b>5D'S</b>          | Describe, Demo, Dissect, Drill, Debrief.                                         |
| <b>POI</b>           | Keep points of instruction short and connected to the current block.             |
| <b>POS</b>           | Keep points of safety visible before physical work begins.                       |
| <b>CUEING TRIAGE</b> | Pick the most important cue. We can't give private lessons during group classes. |
| <b>HWS</b>           | Reference the Human Weapon System as the at-home review resource.                |

## STANDARD POS LANGUAGE

|                  |                                                                                        |
|------------------|----------------------------------------------------------------------------------------|
| <b>PARTNERS</b>  | Same-size partners whenever possible.                                                  |
| <b>ALIGNMENT</b> | Drills are left-on-left or right-on-right.                                             |
| <b>REALITY</b>   | This is for training safety. In a real fight they cannot choose opponent size or side. |
| <b>THROAT</b>    | Always protect the throat. No throat contact.                                          |
| <b>MOVEMENT</b>  | Nobody moves until the drill is safe and communication is clear.                       |

## PROFESSIONALISM / ATTIRE / SCHEDULE DISCIPLINE



|                      |                                                                                                                                            |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ATTIRE</b>        | Match the block: casual where appropriate, clean training clothes during physical blocks, professional appearance throughout the weekend.  |
| <b>SCHEDULE</b>      | Shawn coordinates timing, transitions, and schedule changes. Stay aware of the current block and avoid dragging one section into the next. |
| <b>PRESENCE</b>      | Be early, be prepared, know the next block, and avoid side conversations that pull attention from the group.                               |
| <b>COMMUNICATION</b> | Keep trainer-to-trainer corrections discreet. Use clear handoffs and avoid creating confusion in front of attendees.                       |

## COURSE BLOCKS AND WORKING NOTES

## Run the weekend cleanly

Each block has the objective, core content, POI, POS, checkpoint, and a working note area. The web notes save in this browser only; the PDF keeps clean ruled lines for printing.



FRIDAY · EVENING BLOCK

# Welcome, Intros, and Setting the Stage

7:00–9:00 PM

**Objective:** Open the weekend, build the room, and set expectations without turning the evening into a full teaching block.

CASUAL

ATTENDEES UNDERSTAND THE WEEKEND WILL MOVE FAST, THE GROUP IS SMALL, AND THE HUMAN WEAPON SYSTEM IS THEIR AT-HOME REFERENCE.

## CORE CONTENT

- Meet-and-greet
- Introductions
- Why each person came
- Fear question
- Fear as Fuel preview
- Weekend expectations

## POI

- Use the 5D's whenever possible: Describe, Demo, Dissect, Drill, Debrief.
- Keep the evening simple and personal.
- Reference the Human Weapon System video as a resource they already received.

## POS

- No physical drilling unless the group is clearly briefed and safe.
- If anything physical is previewed, protect the throat and maintain communication before movement.



SATURDAY · MORNING BLOCK

# Discovering the Human Weapon

MORNING

**Objective:** Introduce the Human Weapon / SPEAR frame and begin moving through the first physical progressions.

## TRAINING CLOTHES

BEFORE LUNCH, ATTENDEES HAVE HAD A CLEAR FIRST EXPERIENCE OF THE SPEAR FRAME AND KNOW WHERE THE HUMAN WEAPON SYSTEM RESOURCE FITS.

## CORE CONTENT

- Human Weapon framing
- SPEAR System® overview
- ACP: Awareness, Consent, Preparation
- Neurobiology / startle-flinch frame
- SPEAR Sharpening
- SPEAR Strengthening
- SPEAR Flow Drills
- Natural Weapons
- Target acquisition
- Narration Drill

## POI

- Use the 5D's: Describe, Demo, Dissect, Drill, Debrief.
- Keep POI short; most attendees do not have a deep SPEAR background.
- Reference the Human Weapon System video when cueing familiar concepts.

## POS

- Same-size partners whenever possible.
- Drills are left-on-left or right-on-right.
- Always protect the throat. There is to be no throat contact.
- Nobody moves until the drill is safe and communication is clear.



SATURDAY · AFTERNOON BLOCK

# Application and Awareness

AFTERNOON

**Objective:** Continue the physical progressions and connect them to awareness, posture, verbal skills, and the Timeline of Violence.

TRAINING CLOTHES

ATTENDEES CAN CONNECT POSTURE, LANGUAGE, AND MOVEMENT TO THE TIMELINE OF VIOLENCE AT A BASIC LEVEL.

## CORE CONTENT

- Nonviolent Postures
- Mirror Drills
- CWCT
- Range Rover Drill
- AIR Drills
- Partner drills
- BOB work
- off-balance/on purpose
- Timeline of Violence
- Pre-contact / contact / post-contact
- Choice Speech
- NVP integration

## POI

- Use the 5D's: Describe, Demo, Dissect, Drill, Debrief.
- Keep each progression tied to the outline and current block.
- Use POI reminders rather than long explanations.

## POS

- Same-size partners whenever possible.
- Left-on-left or right-on-right for drilling.
- Explain that this is for training safety; in a real fight they cannot choose the size of the opponent or ask to be attacked on their good side.
- Protect the throat. No throat contact.



SATURDAY · DINNER BLOCK

# Dinner and Deeper Insight

EVENING

**Objective:** Use the dinner block for connection, reflection, and Sunday setup.

CASUAL THE TEAM HAS A SHORT LIST OF ITEMS TO CLARIFY OR REVISIT SUNDAY MORNING.

## CORE CONTENT

- Dinner / social time
- Day 1 reflection
- Cycle of Behavior®
- Questions for Sunday

## POI

- Keep the conversation useful and connected to the weekend.
- Capture questions, issues, or confusion for Sunday.
- Remind attendees they have the Human Weapon System as a resource after the retreat.

## POS

- No physical drilling during the dinner block unless specifically planned and briefed.
- Capture any injury, comfort, or pacing concerns from Day 1.



SUNDAY · NICK BLAUER BLOCK

# Special Presentation with Nick Blauer

8:30 A.M.

**Objective:** Keep Nick's Sunday-morning presentation distinct from the formal 9:00 a.m. SPEAR ETR training block.

## TRAINING CLOTHES

NICK'S BLOCK IS COMPLETE AND THE GROUP IS READY FOR THE 9:00 A.M. FORMAL SPEAR ETR TRAINING START.

## CORE CONTENT

- Nick Blauer special presentation
- Neck / hips / back reset
- Posture and movement preparation
- Clean transition into the 9:00 a.m. training block

## POI

- Keep the setup clean and punctual.
- Do not blend this block into the formal SPEAR ETR training block.
- Protect the timing of the 9:00 a.m. training transition.

## POS

- No rushing the presentation or warm-up.
- Watch fatigue from Saturday.
- Communicate discomfort early and adjust as needed.



SUNDAY · MORNING BLOCK

# SPEAR Arsenal and Advanced Concepts

MORNING

**Objective:** Move into the Sunday material while keeping the teaching accessible for attendees who are still new to SPEAR.

TRAINING CLOTHES

BEFORE SCENARIOS, THE GROUP UNDERSTANDS THE SETUP, THE SAFETY RULES, AND THE BASIC DISTINCTION BETWEEN PROTECTIVE AND PREEMPTIVE ACTION.

## CORE CONTENT

- Advanced SPEAR principles
- Psychology of confrontation
- Aggressor intent question
- Timeline of Violence review
- NVPs review
- Protective vs. preemptive tactics
- Hicks Law
- Fitts Law
- SPEAR Arsenal
- Dynamic drills
- Clear > Control > Counter
- Gun / knife threat applications
- Q&A

## POI

- Use the 5D's: Describe, Demo, Dissect, Drill, Debrief.
- Keep Q&A tied to the block and the weekend map.
- Reference the Human Weapon System where it helps attendees continue learning after the retreat.

## POS

- Same-size partners whenever possible.
- Left-on-left or right-on-right for drilling.
- Protect the throat. No throat contact.
- Nobody moves until the drill is safe and communication is clear.



SUNDAY · AFTERNOON BLOCK

# Scenario Integration and Emotional Climate

AFTERNOON

**Objective:** Integrate the weekend material into scenario-based work while maintaining simple safety rules and clear communication.

TRAINING CLOTHES

THE GROUP IS READY FOR THE FINAL PHYSICAL BLOCK WITH SAFETY RULES UNDERSTOOD AND COMMUNICATION CLEAR.

## CORE CONTENT

- Group photo reminder
- Original Dissonance Drill
- Encroachment into SPEAR Stance
- Stage One: sternum–pec–clavicle setup, pause, safety check
- Stage Two: SPEAR Flow with NVP integration
- Scenario training
- Timeline of Violence application
- Emotional Climate Training

## POI

- Use the 5D's: Describe, Demo, Dissect, Drill, Debrief.
- Set a reminder for the group photo before people scatter or change.
- Keep scenario instructions clear and brief.

## POS

- Same-size partners whenever possible.
- Left-on-left or right-on-right for drilling.
- Explain again that this is for training safety; in a real fight they cannot choose opponent size or attacking side.
- Protect the throat. No throat contact.
- Nobody moves until the drill is safe and communication is clear.



SUNDAY · FINAL PHYSICAL BLOCK

# Mini Scenario Culmination / Fighting O-Course

LATE AFTERNOON

**Objective:** Run the final physical integration block using the planned stations and the same POI/POS structure.

TRAINING CLOTHES

FINAL BLOCK IS COMPLETED, ISSUES ARE CAPTURED, AND THE TEAM IS READY FOR CLOSING Q&A AND WRAP-UP.

## CORE CONTENT

- Station 1: NVP skills / posture / situational management / verbal alignment
- Station 2: SPEAR Flow
- Station 3: BOB dummy: NVP → SPEAR → CWCT → SPEAR Stance
- Station flow
- Reset and debrief

## POI

- Use the 5D's: Describe, Demo, Dissect, Drill, Debrief.
- Keep station instructions short.
- Debrief enough for learning without overloading the end of the weekend.

## POS

- Same-size partners whenever possible.
- Left-on-left or right-on-right for drilling.
- Protect the throat. No throat contact.
- Nobody moves until the drill is safe and communication is clear.
- Document any injury, issue, or follow-up concern.



SUNDAY · CLOSING BLOCK

# Final Q&A, Coaching, and Wrap-Up

## CLOSING

**Objective:** Close the weekend, answer remaining questions, direct attendees back to their resources, and capture follow-up needs.

AS APPROPRIATE

ATTENDEES LEAVE WITH CLEAR NEXT STEPS AND THE TEAM HAS CAPTURED OPERATIONAL NOTES.

### CORE CONTENT

- Final Q&A
- Individual feedback where appropriate
- Group debrief
- Human Weapon System reminder
- KNOW FEAR® reminder
- Interviews if time permits
- Final injury / issue check

### POI

- Keep closing clean and practical.
- Point attendees back to the Human Weapon System and KNOW FEAR® resources for at-home review.
- Capture follow-up items before the team breaks down.

### POS

- Confirm no unresolved injuries or safety concerns.
- Document follow-up needs.



## QUALITY CONTROL

# Daily run checklist

- ☐ Shawn confirmed schedule flow and trainer roles.
- ☐ POS language was delivered before physical work.
- ☐ Same-size partners were used whenever possible.
- ☐ Left-on-left / right-on-right drilling was reinforced.
- ☐ Throat protection and no throat contact were reinforced.
- ☐ Human Weapon System was referenced as an at-home resource.
- ☐ Cueing triage was used instead of over-coaching.
- ☐ Attendee confusion, safety, injury, or comfort issues were captured.
- ☐ Next-block adjustments were communicated to the team.

## STOP / RESET TRIGGERS

|                              |                                                             |
|------------------------------|-------------------------------------------------------------|
| <b>THROAT CONTACT</b>        | Stop, reset, restate POS, and re-pair if needed.            |
| <b>SPEED EXCEEDS CONTROL</b> | Slow the drill down and re-establish communication.         |
| <b>SIZE MISMATCH</b>         | Re-pair or modify the drill.                                |
| <b>CONFUSION</b>             | Stop, Describe, Demo, Dissect, then Drill again.            |
| <b>EMOTIONAL OVERLOAD</b>    | Pause, communicate, and adjust the role, speed, or partner. |

## FINAL TRAINER CHECKLIST

- ☐ 5D's referenced throughout.
- ☐ POI and POS kept simple and visible.
- ☐ Human Weapon System referenced.
- ☐ Group photo completed.
- ☐ Interviews completed if time allowed.
- ☐ Group interviews completed if time allowed.
- ☐ Safety issues captured.
- ☐ Attendee follow-up notes captured.



## POST-EVENT TEAM DEBRIEF

# Capture what needs to improve

Use this after the final block while the weekend is still fresh. Keep it practical and operational.

|                                         |  |
|-----------------------------------------|--|
| WHAT WORKED WELL                        |  |
| WHAT DRAGGED OR RAN LONG                |  |
| WHERE ATTENDEES STRUGGLED               |  |
| SAFETY REMINDERS THAT NEED TIGHTENING   |  |
| SCHEDULE ADJUSTMENTS FOR NEXT ETR       |  |
| ATTENDEES REQUIRING FOLLOW-UP           |  |
| EQUIPMENT / SPACE / STAFFING NOTES      |  |
| PHOTO / INTERVIEW / MEDIA FOLLOW-UP     |  |
| RECOMMENDED CHANGES BEFORE NEXT RETREAT |  |

