Phoenix Project of Iran
Empowering Iran's Future

First 100 Days Emergency Management & Response Plan

Version 1.2 2024

"IN VIRTUTE AUTEM SAPIENS"
Together for the Future

Standing together as one community of forward thinking Iranian technical experts, engineers, environmentalists, legal scholars, medical experts, scientists and energy experts, all respected leaders in our fields and committed to rigorous scientific research, we find our role as essential and mission-critical to return prosperity, progress and modernity as the path forward for the future for Iran.

- Iran Phoenix Project

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Introduction

In October 2022, at the San Diego Conference, the Qoqnoos Phoenix Project of Iran (QPPI) outlined a "Systems Thinking" approach for establishing an Interim Government (IG) in Iran. As part of this strategy, QPPI identified eighteen departments essential for the IG, with six key departments designated as critical for the first 100 days of transition.

Subject Matter Experts (SMEs) in each department have pinpointed the critical challenges and strategies within the first 100 days of transition in Iran, applying a risk-based approach that evaluates the likelihood and impact of potential uncertainties. This report is a dynamic document, updated to incorporate additional risks and strategies, with a comprehensive risk register for tracking.
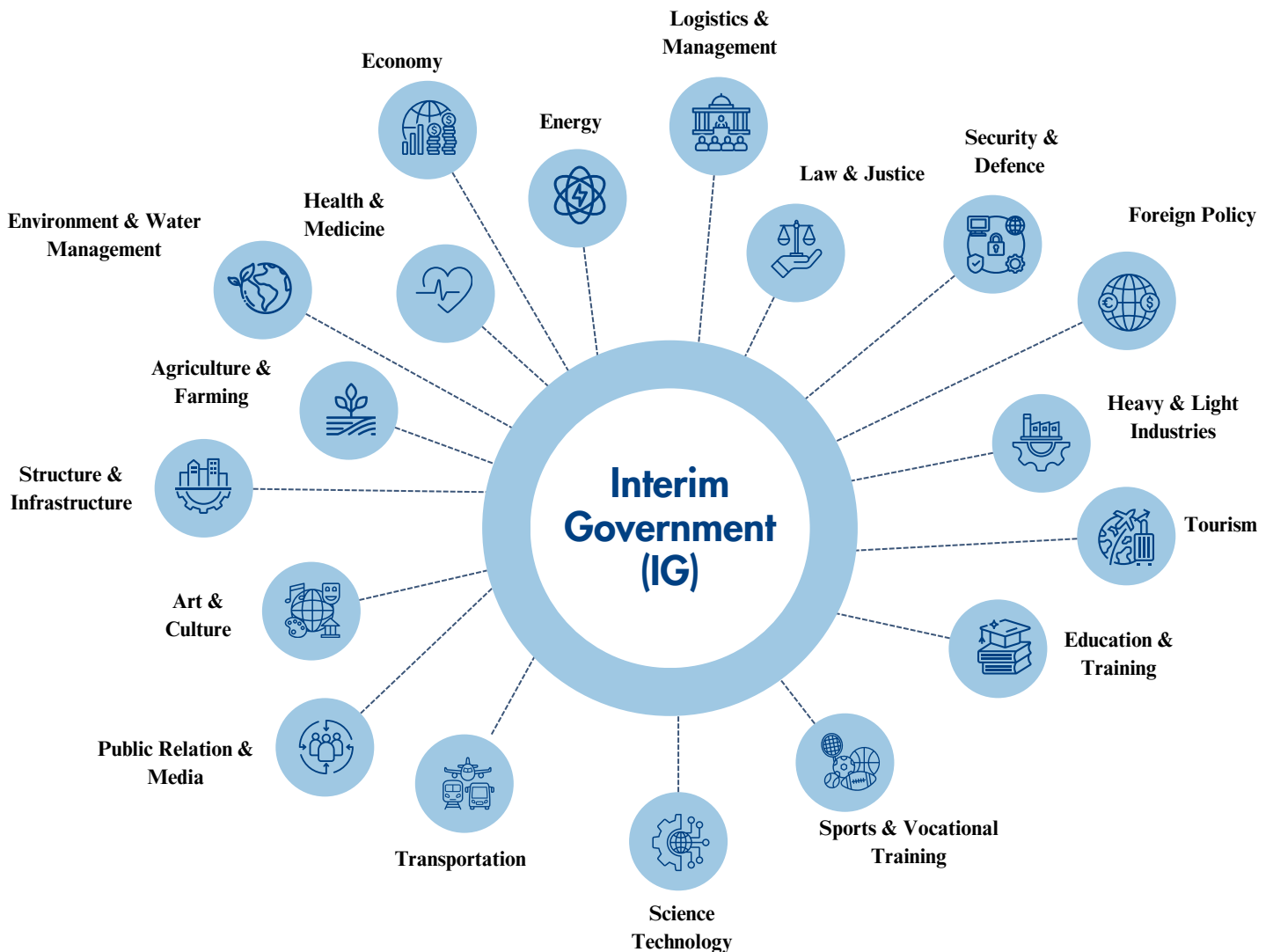
Eighteen Identified departments essential for the Interim Government (IG)

Six key departments designated as critical for the first 100 days of transition

Logistics & Management

Public Relations & Media

Economy

1

6

2

Critical Departments

5

3

4

Foreign Policy

Health & Medicine

Justice & Security

Purpose

This report aims to achieve two primary objectives; first, to identify uncertain conditions and challenges likely to arise during Iran's transition period;

Second, to recommend realistic measures for minimizing potential disruptions and shaping favorable outcomes.

The report prioritizes risks with a high likelihood of occurrence and significant potential impact, ensuring a strategic and managed approach to a stable transition.

Given the deeply rooted tensions among different groups within Iran, significant focus is placed on establishing a robust security system to maintain stability and prevent chaos during the transition period and first 100 days.

This document serves as a concise summary of the comprehensive report, highlighting key findings and overarching themes. It specifically addresses the risks identified during the initial phase of the 100 Days planning process and will be revised to include insights and developments from subsequent phases.

Phoenix Project of Iran - First 100 Days Management Plan Workshop
Washington, D.C. - May, 2023

Overview

This section provides an overview of the First 100 Days Emergency Management & Response Plan, focusing on the identification and prioritization of action items through a risk-based approach. As a dynamic, "living" document, it is regularly updated with new threats and risks as they are identified.

The risk-based approach helps prioritize strategies based on the likelihood and impact of potential risks, enabling informed decision-making to allocate resources effectively to high-risk areas. This methodology, commonly applied in fields like finance, health, and safety, aids in mitigating harm and minimizing losses by proactively addressing high-priority risks.

Table 1.2 categorizes identified risks across six areas, and outlines mitigation strategies, showing risk severity before and after mitigation. For further details on each risk and mitigation plan, refer to Chapter 2.0.

Logistics & Mangement	Economics	Health & Medicine	Justice & Security	Foreign Policy	Public Relations & Media

Instruction

In the assessment methodology, the likelihood, or the probability of a risk occurring, is assessed by Subject Matter Experts (SMEs) on a scale from 1 to 5, with 1 indicating a low likelihood and 5 indicating a high likelihood.

01	02	03	04	05
Rare	Unlikely	Possible	Probable	Almost Certain

The impact assessment examines the potential effect of the risk, also rated from 1 (very low impact) to 5 (very high impact) on people. Based on these likelihood and impact scores, risk severity is then categorized into four levels, as shown in Table 1.1.

01	02	03	04	05
Insignificant	Minor	Moderate	Major	Catastrophic

Risk severity is calculated by multiplying the likelihood of risk by its potential impact:

Risk Severity = Likelihood * Impact

Table 1.1 - Risk Severity Categories

Risk Severity	Severity Description
1 - 4	Acceptable
5 - 9	Secondary Issue
10 - 12	Issue
13 - 25	Unacceptable

Strategies used in this plan are defined as follows:

Avoid: Risk avoidance is a risk response strategy whereby we propose a plan to eliminate the threat or protect people from its impact. It usually involves proposing a plan to eliminate the threat entirely.

Transfer: Risk transference is a risk response strategy whereby we propose a plan to shift the impact of the threat to a third party. Transferring risk simply gives another party the responsibility of the risk - it does not eliminate it.

Mitigate: Risk mitigation is a risk response strategy whereby we propose a plan to reduce the probability of occurrence or impact of the threat. It implies reducing the severity of the risk to an acceptable or lower threshold limit.

Accept: Risk Acceptance is a strategy whereby we have decided to acknowledge the risk and not take any actions unless the risk occurs. The accepted risks will be continuously monitored to ensure they do not move to a different risk category.

Exploit: The Exploit strategy has been selected for risks with positive impacts where we wish to ensure that the opportunity is realized.

Enhance: This strategy is used to increase the probability and/or impact of an opportunity.

Share: Sharing a positive risk involves allocating some or all the ownership of the risk to a third party who is best able to capture the opportunity for the benefit of the people.

Table 1.2 - First 100 Days Emergency Response Management Plan Overview

Logistics & Management

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
L-01	Coordination among all stakeholders	Mitigate	25	2
L-02	Securing Essential Needs	Mitigate	20	2
L-03	Securing Borders and Transportation	Mitigate	20	2
L-04	Public Communication	Mitigate	16	3
L-05	Link with Interim Government	Enhance	25	2
L-06	Link with Businesses & Industry	Mitigate	15	2

Economics

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
E-01	Risk of Currency Crisis: Rial Collapsing	Mitigate	25	9
E-02	Risk of Banking Crisis	Mitigate	25	6
E-03	Risk of International Trade Disruptions	Mitigate	20	12
E-04	Risk of Inflation	Mitigate	25	12
E-05	Fiscal Risk and Sustainability	Mitigate	25	9

Health & Medicine

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
H-01	Mass Casualty Management	Avoid	15	2
H-02	Medications and Medical Supplies	Mitigate	16	2
H-03	Hospital and Clinic Operation	Mitigate	15	3
H-04	Infection Outbreaks	Avoid	15	2
H-05	Mental Health	Mitigate	15	4
H-06	Insurance Continuity	Mitigate	20	2
H-07	Intensive Care Resources Prioritization	Mitigate	12	6
H-08	Elective Surgery Prioritization	Avoid	6	1
H-09	Independent Quality Control	Avoid	25	1
H-10	Electronic Medical Records (EMR)	Mitigate	9	2
H-11	Access to Emergency Health Services/Urgent Care	Mitigate	8	4

Table 1.2 - First 100 Days Emergency Response Management Plan Overview, Continued

Justice & Security

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
J-01	Telecommunication Systems & Cyber Security	Enhance	25	16
J-02	Task Trusted Military-Security Leaders	Enhance	25	12
J-03	Air-Ground - Ports Control	Enhance	25	16
J-04	Establishment of Intelligence Groups & Operations	Transfer	25	16
J-05	Accessibility to Food & Medical Supplies	Mitigate	25	12
J-06	Improve and Reshape Judicial Court System	Enhance	25	12

Foreign Policy

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
F-01	Filling Diplomatic Positions	Exploit	25	6
F-02	Legitimacy and Foreign Countries on Board	Exploit	25	6
F-03	Request to Cancel International Sanctions	Exploit	25	6
F-04	National Security Act	Exploit	25	6
F-05	Financial Risks to Foreign suppliers	Avoid	20	8

Public Relations & Media

ID	Risk Title	Strategy	Pre-Mitigation Severity	Post-Mitigation Severity
M-01	Control Over Radio & TV	Mitigate	25	8
M-02	Uncontrolled hiatus	Mitigate	25	8
M-03	Interim Government (IG) Communication	Mitigate	25	6
M-04	Communicating Accomplishments	Mitigate	20	9

Pre- & Post-Mitigation Impact Matrix

Table 1.3 - Probability Impact Matrix - Pre Mitigation

Table 1.3 shows the pre-mitigation severity of each identified risk before any mitigation efforts are applied.

PRE-Mitigation Risk Matrix

Likelihood of Event	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Almost Certain (5)			H-05, L-06	L-03, E-03, H-06, F-04	E-01, E-02, E-04, E-05, L-01, L-05, H-09, J-01, J-02, J-03, J-04, J-05, J-06,, F-01, F-02, F-03,, M-01, M-02, M-03, M-04
Probable (4)				L-04, H-02	L-02,, M-05
Possible (3)			H-10	H-07	H-01, H-03, H-04
Unlikely (2)			H-08		H-11
Rare (1)					

Consequences (Impact)

Table 1.4 - Probability Impact Matrix - Post Mitigation

Table 1.4, the Post-Mitigation Impact Matrix, reflects the anticipated reduction in risk severity following the implementation of the response plan. This demonstrates the plan's capacity to address high-priority risks and enhance stability within the critical first 100 days.

POST-Mitigation Risk Matrix

Likelihood of Event	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Almost Certain (5)					
Probable (4)			E-04, J-02	J-01, J-03, J-04	
Possible (3)	L-04	F-01, F-02	E-01, E-05, M-05	E-03, J-05, J-06	
Unlikely (2)	L-01, L-02, L-03, L-05, H-10, H-11	H-05	E-02, F-03, M-03, M-04, H-07	F-04, M-01, M-02	
Rare (1)	H-08, H-09	H-01, H-02, H-04, H-06, L-06	H-03		

Consequences (Impact)

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Washington, D.C. - May, 2023

Table 1.5 - Roles and responsibilities involved in executing the first 100 Days Plan

Roles	Description of Responsibility
Phoenix Project of Iran	Plan Owner: Responsible for updating and publishing the first 100 Days Plan
Interim Government (IG) (Also known as provisional or temporary government)	A formally constituted government holding an extraordinary mandate to conduct governmental affairs for an extraordinary term lasting until the election of a new government for an ordinary term and with an ordinary mandate.
	IG can arise at the national or subnational level, and can have a myriad of compositions: national, international, or mixed; one party or power-sharing; civilian, military or hybrid.
Oversight Committee (OC)	A temporary independent ethics committee to overview the function of IG and to follow up on discrepancies and malfunctions of the IG, such as misappropriations of funds or delivering untimely responsibilities. OC shall synchronize and manage all departments involved in the IG and inform the public of all important issues.
	Members of OC should be separate from 18 departments involved in the Interim Government. Individuals can volunteer to sit on the oversight committee. IG departments can have a representative in OC.
	OC will end when elections are held, and IG will deliver and complete its roles and responsibilities.
Ministry of Communications	The current Ministry of Information & Communication Technology of Iran located has become an extensive ministry with different companies & sub organizations.
	This ministry must come under control of the IG immediately after the fall of the regime to ensure open communications throughout the country.
Iran's Central Bank	Also known as Bank Markazi is in charge of maintaining the value of Rial in Iran and overviewing the monetary policies of the country.

Logistics & Management

1. Coordination Among All Stakeholders

Risk: Lack of synchronized and centralized decision-making within the Interim Government (IG) could lead to public distrust, delays in disaster recovery, and operational challenges.

Strategy:

- Oversight Committee (OC) Establishment: The committee shall synchronize decision-making across all departments, with ongoing two-way communications. Each department or group will designate a liaison to report decisions to the OC, creating an integrated and aligned approach based on a holistic view of inter-group connections.

- Identification of integration needs: Develop a key stakeholder matrix to identify interdependencies and ensure all stakeholders are engaged.

2. Securing Essential Needs

Risk: Supply shortages of food, medicine, and other essentials could trigger public unrest (especially affecting vulnerable populations), and reduce their trust in the leadership capabilities.

Strategy:

- Centralized Supply Chain & Resource Management: The IG shall oversee the supply chain management and distribution of essential goods, coordinating closely with suppliers to prevent disruption. Priority will be given to at-risk populations to ensure they have the minimum required access during the transition.

- Proactive & Ongoing Media Updates: Regular updates shall be provided to the media to keep the public informed on supply status, the plans for filling the gaps, mitigating panic, and ensuring transparency in resource allocation. Establish a public feedback mechanism to gauge public sentiment and tailor messages accordingly.

- Develop an Action Plan: Create a phased action plan for resource allocation to build confidence among key populations.

3. Securing Borders and Transportation

Risk: Unsecured borders and transportation systems may lead to resource theft, illegal exports of the essentials, and damage to public and private assets.

Strategy:

- Establish Protocols for Entry Points: Develop strict protocols at all land, sea, and air borders to manage and monitor access, ensuring secure and controlled crossings. Combat smuggling and resource misuse by enhancing oversight at all entry points to protect strategic resources crucial to national recovery and stability.

- Prevent Unauthorized Crossings: Create a central department with the mandate of working closely with police and military forces to block unauthorized movement, protecting against both internal and external security threats.

- Safeguard Critical Infrastructure: Secure essential infrastructure, including ports, airports, and major highways, to maintain stability and prevent transportation disruptions. Leverage quickly implementable technologies and crowdsourcing platforms to have real-time data. Deploy senior rapid response teams to address big disruptions and build contingency scenarios.

- Provide Short Training: Provide scalable one-day training for border staff based on world-class excellence in this field to adopt new protocols and leverage technology for enforcement.

4. Public Communication

Risk: Misinformation and lack of ongoing communication could disrupt the IG's function and erode public trust.

Strategy:

- Establish Secure Media Partnerships: The OC shall partner with trusted media channels to provide accurate and timely information to the public.

- Review and Validate Communications: The OC shall create a dedicated review committee to quickly validate and approve messages and all public communications to ensure accuracy, maintaining a commitment to transparency.

- Reduce Misinformation: OC shall work to build public trust and minimize the spread of misinformation via consistent, clear messaging. Launch a public education campaign to combat misinformation and build basic digital literacy.

- Sharing the right information, at the right time with the right audience: Establish an Information Sharing Policy, and gather actionable information, to enable effective decision-making. Use targeted communication strategies for different audience groups to ensure messages resonate effectively.

5. Link with Interim Government (IG)

Risk: Absence of ongoing communication between the OC and IG could impair the IG's effectiveness, causing confusion and a lack of effective decision-making.

Strategy:

- Conduct Daily Briefings: OC shall hold structured daily meetings with IG leadership to coordinate key decisions. Use facilitated working meetings to prioritize and resolve complex issues quickly.

- Ensure Timely Execution: OC shall facilitate prompt and consistent implementation of IG directives across all departments.

- Define KPIs and Track Proposed Solutions: The OC and IG shall quickly align on Key Performance Indicators for the first 100 days and share regular progress reports. The OC shall monitor and track its proposed solutions for efficient and swift execution.

6. Link with Businesses & Industry

Risk: Lack of collaboration with industries and the public sector could create job insecurity and unrest in the employment market.

Strategy:

- Engage Business Leadership: IG shall communicate with the management of large and medium-sized companies to ensure their continuous operations, by providing them incentives to maintain their employment levels. Build cross-sector task forces to address industry-specific concerns collaboratively.

- Secure Essential Materials: IG shall coordinate with industries to maintain access to critical supplies, minimizing operational disruptions. Use a joint decision-making framework with industry representatives.

- Maintain Workforce Stability: IG shall provide clear communication to employees about job security and support measures, reducing uncertainty in the labor market.

Economy

1. Risk of the Currency: Rial Collapsing

Risk: Currency risk can arise for various reasons, including currency speculation, where speculators may exchange the Rial for a more stable currency, such as the US dollar, in anticipation of a future decline in the Rial's value; and/ or loss of confidence, characterized by public uncertainty about the authorities' ability to maintain the Rial's value, particularly during periods of economic or political stress, can lead to capital flight and trigger a currency crisis.

Strategy:

- Economic Liberalization: The Interim Government (IG) must announce that Iran is open for business. It should commit to ending government monopolies, with phased privatization of industries, to alleviate fears of continued state control.

- Promote Trade and Investment: Declare international trade and foreign investment liberalized. State-Owned Enterprises (SOEs), including Bonyads, should be either run as Private- Public partnership or privatized. Tax exemptions should be limited to charitable entities, ending tax immunity for profit-driven organizations.

- Temporary Exchange Rate Peg: The new central bank will temporarily peg the exchange rate to the current market value of the US dollar. Short-term capital account transactions will be restricted to prevent capital flight and currency depreciation.

- Unified Exchange Rate: The central bank will eliminate the multiple exchange rate system, adopting a single, market- based rate after the transition period.

2. Banking Crisis

Risk: The Iranian banking sector's crisis and the risk of its imminent collapse can be attributed to a combination of the following factors: public sector dominance, the public sector controls about 70% of banking assets, much of which consists of bad or irredeemable loans; opaque ownership, non-transparent ownership by public, semi-public, and shadow institutions limits accountability; weak regulation, the Central Bank and regulatory agencies lack authority, often undermined by government decrees, leading to inadequate supervision and internal controls; shadow banking, numerous unlicensed financial institutions operating outside regulatory oversight; and liquidity and capital shortfalls, banks face chronic liquidity issues and undercapitalization, relying on frequent Central Bank bailouts to avoid collapse. These factors heighten the risk of a banking crisis. Loss of confidence in the Interim Government could trigger bank runs, leading to defaults, bankruptcies, and severe economic hardship.

Strategy:

- Central Bank Independence: The Interim Government must declare the Central Bank's independence from government and military influence.

- Deposit Insurance: A deposit insurance agency should reassure depositors of the safety of their funds during the transition.

- Bad Asset Removal: The Central Bank must cleanse banks' balance sheets of bad assets and recapitalize them.

- Banking Reform: Announce a new Banking Act to replace the current system, ensuring civilian-led supervision and promoting sound banking practices under the Central Bank and other regulatory agencies.

- Shadow Banking Phase-Out: Gradually terminate unlicensed financial institutions, setting a clear sunset date.

- Adopt International Standards: Sign and comply with FATF guidelines and Basel III to strengthen financial oversight and transparency.

- Global Integration: Open the banking sector to integrate with the global financial system, enhancing stability and confidence.

3. International Trade Disruptions

Iran's economy, under the Islamic Regime, is one of the most closed globally, with high tariff and non-tariff barriers and a low foreign trade-to-GDP ratio. Strict regulations on trade and investment, coupled with the monopolistic control of international trade by Bonyads

and the IRGC, have isolated Iran from the global economy, leaving it highly vulnerable to internal shocks. Key risks include: trade disruptions, potentially resulting from the imminent collapse of Bonyad; financing issues, arising from disruptions in trade financing by banks; currency shortages, driven by temporary foreign exchange shortages; and logistical problems, stemming from interruptions in the administration of ports and freight distribution. These risks could lead to shortages of essential goods, services, and medicines, driving up prices and worsening economic hardship, especially for lower- and middle-income households. Production bottlenecks due to a lack of imported inputs would further inflate prices.

Strategy:

- Ensure Essential Imports: Maintain a steady flow of necessities.

- Prioritize Domestic Needs: Prevent shortages and price gouging by restricting the export of critical goods.

- Seek Sanction Relief: Secure exemptions to resume vital exports, addressing budget shortfalls and foreign exchange shortages.

- Trade Liberalization: End state monopolies on trade and reduce trade barriers to reintegrate with the global economy.

- These immediate measures should be part of a broader, long-term strategy to overhaul Iran's trade and investment policies.

4. Inflation

Risk: During political transitions marked by uncertainty, inflation can accelerate due to currency depreciation, production disruptions, and opportunistic behavior. Factors such as factory shutdowns, raw material shortages, and port delays exacerbate shortages and drive up prices. Perceived government ineffectiveness may also lead to hoarding and profiteering, further inflating prices.
Runaway inflation undermines financial stability, distorts resource allocation, and erodes purchasing power, particularly for fixed-income earners. It discourages investment, triggers capital flight, and fuels further currency depreciation, creating a vicious cycle.

Strategy:

- Stabilize the Currency: Currency stabilization, as outlined under the "Risk of Currency Crisis," is crucial to control inflation.

- Strengthen Central Bank Independence: Enact reforms to make the Central Bank (Bank Markazi) independent, and free from fiscal dominance. This will enhance policy credibility and reduce the cost of inflation control.

- Ensure Fiscal-Monetary Coordination: Implement a transparent budget process, ensuring fiscal policy supports the Central Bank's monetary goals.

- Secure Essential Supplies: Maintain a steady flow of essential goods and raw materials to prevent shortages and opportunistic price hikes.

- Commit to Inflation Targeting: The Central Bank should establish a long-term inflation target, coordinating with fiscal policy to balance price stability and employment.

- End Deficit Monetization: Announce the end of using Central Bank resources to finance government deficits, signaling a break from past inflationary practices.

5. Fiscal Risk and Sustainability

Risk: Maintaining fiscal sustainability is vital to macroeconomic stability. Key indicators include debt sustainability, government solvency, and the stability of budget deficit-to-GDP and debt-to-GDP ratios. Iran's growing budget deficit presents significant risks, including the provision of public services: cuts in public spending could undermine the delivery of basic services, particularly when combined with tight monetary policies aimed at controlling inflation; payment disruptions; delayed salary payments to the public sector employees and failure to fulfill private sector contracts could erode confidence, spark labor unrest, and heighten economic instability; and subsidy challenges, balancing the continuation of direct subsidy payments (Yaraneh) with the pursuit of fiscal sustainability poses a critical dilemma.

Strategy:

- Enhance Spending Efficiency: Iran's post-Islamic Regime transition will begin with a large government deficit and high inflation. Given widespread poverty and the population's reliance on targeted subsidies, immediate cuts to government spending may not be feasible. Instead, the focus should be on improving the quality of public expenditure and redirecting it to more productive uses. Currently, public spending is dominated by public sector wages, untargeted subsidies, debt servicing, and corruption. In the short term, the new administration should make public spending more performance-driven, reduce untargeted energy subsidies, and avoid "fiscal dominance," where deficits are financed by printing money.

- Increase Revenue: Leverage untapped revenue sources, reduce direct government control over resource allocation, and allow market-based pricing.

- Balance Short- and Long-Term Needs: Use a cash-flow-based approach to manage immediate fiscal obligations while planning for long-term sustainability.

- Emergency Spending Adjustments: Adapt cash management plans to account for increased crisis spending and reduced revenues.

- Ensure Liquidity: Government cash managers must secure adequate liquidity to meet payment obligations on time.

- Seek International Support: Request emergency credit lines from the IMF and other international creditors.

- Sanction Relief: Pursue waivers on international sanctions to resume vital exports like oil, securing critical funding sources.

Health & Medicine

1. Mass Casualty Management

Risk: Overwhelming casualties from events like attacks or contamination can exceed local healthcare capacity.

Strategy:

- Disaster and Mass Casualty Program (DMCP): DMCP shall be established to design and coordinate adaptable, region-specific emergency response plans that include triage protocols, resource deployment, and transportation logistics. DMCP will work with regional emergency units to provide rapid response, with specialized support for chemical or biological threats.

- Supervision by Oversight Committee (OC): OC shall oversee the deployment of medical personnel, ambulances, and resources to prioritized areas, ensuring no single facility is overwhelmed. Evacuation protocols, including

2. Medications and Medical Supplies

Risk: Interruptions in drug and supply distribution could lead to public health crises, loss of confidence in healthcare, and a potential spike in preventable diseases and fatalities.

Strategy:

- Stockpile Essential Supplies: DMCP shall Establish and maintain a network of regional and national stockpile hubs with essential drugs and medical. Hubs will maintain an up-to-date inventory management system with daily monitoring of usage rates, allowing prompt restocking based on demand fluctuations.

- OC Monitoring and Security: OC shall oversee allocation, with increased security at drug facilities to secure supply continuity. The OC will also conduct regular audits to verify inventory, ensuring accountability and preventing black market diversions.

3. Hospital and Clinic Operations

- Risk: Staff and supply shortages could disrupt healthcare facilities, creating a public health crisis.

Strategy:

- Health Resource Allocation Task Force: A central allocation task force, coordinated by the DMCP, will connect tertiary, secondary, and primary health service leads, reallocating resources based on real-time demand. OC shall monitor the use and allocation of resources to maintain accountability and efficiency.

- Recruit International Volunteers: Proactively engage healthcare volunteers from the diaspora to fill critical staffing gaps. Implement incentives to attract returning professionals. Consider temporary international travel restrictions for healthcare staff during the first 100 days.

4. Infection Outbreaks

Risk: Widespread infection or contamination could lead to a public health emergency.

Strategy:

- DMCP-Guided Incident Response Plans: DMCP shall maintain guidelines ready for leading the stakeholders to implement actions needed for major contamination scenarios.

- Border security shall implement screening measures, especially in high-risk entry points, including health screenings, checks for illicit substances, and pathogen detection protocols.

5. Mental Health

Risk: Mental health crises due to trauma, depression, or anxiety can lead to significant public health burdens and escalate into a crisis.

Strategy:

- Form a dedicated National Mental Health Task Force to expand mental health support through public awareness campaigns, community workshops, and educational materials.

- Remote Counseling and Central Referral Network: Implement telehealth services to offer remote counseling, especially to individuals in underserved regions. Expert diaspora can play a significant role in this initiative.

6. Insurance Continuity

Risk: Interruptions in insurance services can destabilize healthcare access and reduce healthcare-seeking behavior among vulnerable citizens.

Strategy:

- Mandatory Insurance Operation: Enforce regulations to prevent service disruptions by insurers. Insurance providers will be required to freeze premium increases, maintaining affordability during the transitional period.

- Health Cost Regulation: OC shall closely monitor healthcare fees and maintain cost transparency, auditing provider fees to prevent abusive practices.

7. Intensive Care Resources Prioritization

Risk: Depletion or overwhelming of intensive- and postoperative care units can lead to unnecessary and preventable deaths.

Strategy:

- All in-patient care shall follow a triage system. Elective surgeries should be prioritized according to medical urgency to not overburden ICU and postoperative resources.

- Preparation of healthcare workers from other units to support intensive care units.

8. Elective Surgery Prioritization

- **Risk:** Unprioritized elective procedures could strain resources and disrupt essential care.

Strategy:

- Implement nationwide triage guidelines that categorize elective procedures based on health impact, urgency, and risk. Hospitals will defer low-priority cases to preserve resources for emergencies, with OC oversight ensuring adherence to these protocols.

- OC-Enforced Compliance: OC shall audit hospital adherence to triage protocols, aiding prioritization as needed based on regional demand and resource availability.

9. Independent Quality Control

Risk: Lack of oversight may lead to substandard care and loss of trust in healthcare.

Strategy:

- Formation of an Independent Inspector General Authority: An independent Inspector General organization shall be established, with a Health Services Inspection division mandated to uphold standards through regular audits, corrective actions, and legal enforcement.

- Healthcare providers shall be required to publish quality metrics, with regular OC reviews to identify substandard providers.

10. Electronic Medical Records (EMR)

Risk: In the absence of proper implementation of a medical record system, medical error rate may increase, and the cohesiveness of care may be jeopardized.

Strategy:

- A task force shall be assigned to identify, evaluate, and implement one centralized information-sharing system or Electronic Medical Records (EMR) system after proper testing and usability feature evaluation.

11. Access to Emergency Health Services/Urgent Care

Risk: In the event of street unrests, a surge in wounded individuals may require immediate medical attention. Failure to provide timely care can lead to higher casualty rates and instances of permanent injuries.

Strategy:

- Emergency Response Preparedness: A national Telehealth application shall be developed to enhance emergency response. Providing emergency kits, public education, a media liaison, mobile response systems, and accessible PPE stockpiles are critical for mitigating harm and ensuring prompt care in acute medical situations.

Justice & Security

1. Telecommunication Systems & Cyber Security

Risk: Disruptions in telecommunications or cyber-attacks could cause chaos.

Strategy:

- Engage Mid-Level Ministry of Communications Employees: Establish a task force within the Ministry of Communications to ensure reliable and secure operations of phone and internet services. Offer incentives, protections, and guarantees to encourage their cooperation during the transition period.

- Cyber Security Team Formation: Assemble a diverse cyber security task force comprising experts inside Iran and the diaspora. This team will develop robust monitoring systems for government and public infrastructure. Also, it will create countermeasures for cyber-attacks targeting critical systems like government databases, communication networks, and personal data repositories.

- Collaborate with Foreign Partners: Reach out to international governments, NGOs, and private tech companies to provide temporary internet access through satellite networks or mobile infrastructure.

2. Task Trusted Military-Security Leaders

Risk: Security threats from domestic terrorism, proxy militias, and civil conflicts. Security lapses at military/nuclear bases.

Strategy:

- Risk Assessment of Provinces and Cities: Conduct a detailed analysis of high-risk regions (e.g., border areas, ethnically diverse provinces) to allocate appropriate resources for security.

- Community Policing: Mobilize local police to work with civilians and IG forces to prevent looting, vandalism, and theft. Provide training, resources, and authority to these local forces to empower them.

- Securing Strategic Facilities: Assign specialized military units to protect critical assets such as nuclear sites, military bases, banks, and government institutions.

- Political Prisoners: Create an independent review board to oversee the release of political prisoners while ensuring dangerous criminals remain detained. This prevents regime loyalists from leveraging prisons to destabilize security.

- Involve Neutral International Forces: Invite neutral forces, such as UN peacekeeping units, to assist in securing volatile regions and high-priority assets.

3. Air, Ground, and Port Control

Risk: Potential fleeing of former regime members and the return of diaspora communities may lead to border instability.

Strategy:

- Regulating Air Travel: Restrict air travel to emergencies during the initial 100 days. Establish a transparent application process for travelers to prove the necessity of their travel.

- Monitor Borders: Deploy task forces to border checkpoints, working with local communities to prevent smuggling, unauthorized crossings, and illicit trade.

- Martial Law and Curfews: Implement martial law or curfews in volatile regions to prevent unrest. Clearly communicate these measures to civilians to maintain order and minimize panic.

- Interpol Engagement: Work with Interpol and international organizations to blacklist former regime officials involved in corruption and human rights abuses, restricting their travel and freezing their assets abroad.

- Case-by-Case Entry for Foreign Visitors: Set up a vetting process for foreign journalists, NGOs, and diplomats seeking entry. Prioritize those with transparent intentions and clear documentation.

4. Establishment of Intelligence Groups & Operations

Risk: Loss or compromise of sensitive national data could threaten security and hinder transitional justice.

Strategy:

- Establish an Intelligence Task Force: Create a dedicated team to safeguard critical data, particularly information essential for national security and judicial processes.

- Selective International Collaboration: Engage with trusted international allies temporarily for technical support, ensuring data integrity and security.

- Limit Foreign Embassy Operations: Temporarily close most foreign embassies to minimize external influence. Retain only essential diplomatic staff as necessary.

- Rigorous Personnel Screening: Conduct thorough background checks on all personnel in sensitive roles to ensure reliability and protect national interests.

5. Accessibility to Food & Medical Supplies

Risk: Interruptions in essential supplies could lead to public unrest and health crises.

Strategy:

- Comprehensive Resource Assessment: Conduct a detailed assessment of food and medical reserves to establish a buffer for at least one year.

- Targeted Distribution to High-Need Areas: Prioritize resource allocation to regions with higher needs, ensuring essential supplies reach both urban and rural areas.

- Coordination with International Organizations: Alert and prepare international organizations (e.g., UN, FAO, WHO) to assist with potential shortages, ensuring rapid response capabilities.

6. Improve and Reshape Judicial Court System

Risk: A lack of transparent, corruption-free judicial processes could undermine transitional justice and public trust.

Strategy:

- Define and Communicate Transitional Justice Goals: Clearly outline the objectives and timeframe of the transitional justice period to build public understanding and support.

- Involve Reputable Legal Professionals: Engage recognized legal experts and the Iran Bar Association to oversee judicial reforms and ensure fair trial standards.

- Prioritize Major Cases: Focus initially on high-profile cases, particularly those involving severe offenses, to establish credibility and maintain public confidence.

- Public Access and Transparency in Trials: Regulate access to trials for families and media, with controlled broadcast of proceedings to ensure transparency and prevent disorder at court locations.

7. Constitutional Reform

Risk: Collapse of the old constitution without an immediate replacement.

Strategy:

- Drafting a New Constitution: Assemble a diverse committee of legal scholars, civil society leaders, and human rights activists to draft a constitution that emphasizes the separation of powers, and fundamental rights, including freedom of speech, education, and equality, also, accountability and checks on executive power.

- Public Engagement: Conduct town halls and online forums to gather public input, ensuring the new constitution reflects the aspirations of the Iranian people.

Foreign Policy

1. Filling Diplomatic Positions

Risk: The lack of timely recognition of the IG by key global powers could stall its legitimacy, delaying access to international resources and support.

Strategy:

- Rebuild Embassy Operations: Begin by identifying and replacing embassy and consulate staff globally, prioritizing experts in politics, security, and economics. Transition teams should be prepared to restore operations immediately after the regime's collapse while ensuring professional continuity where urgent changes are not required.

- Address Diaspora Needs: Proactively facilitate services for the Iranian diaspora, including passport renewals, citizenship documentation, and travel arrangements. This engagement will reinforce trust and encourage the diaspora to contribute to rebuilding efforts.

- Security Coordination: Work closely with host countries to secure embassies and protect staff from potential attacks or disruptions during this volatile transition period. Additional security protocols should be established for regions where diplomatic premises may face sabotage or protests.

2. Legitimacy and Foreign Countries on Board

Risk: A significant delay in achieving broad international recognition could cast doubt on the legitimacy of the IG. States with vested interests in maintaining the status quo or ties to the former regime might exploit this uncertainty to destabilize the transition.

Strategy:

- Clear Messaging: Craft a strong and unified communication strategy to present Iran as a democratic, law-abiding nation committed to international peace and cooperation. Key messages should emphasize a shift from the isolationist policies of the former regime toward collaborative diplomacy and mutual respect.

- High-Level Diplomatic Outreach: Actively engage with global powers, regional allies, and influential international organizations to secure early recognition. Prioritize nations that can play a pivotal role in normalizing Iran's international status and advocate for the transitional government on a global stage.

3. Request to Cancel International Sanctions (Short & long-term process)

Risk: If political and legal measures necessary to cancel international sanctions and sanctions of major European and North American countries are not taken, Iran can not join financial and banking conventions to restart the country's monetary and financial circulation in the international arena.

Strategy:

- Human Rights Commitments: Reaffirm Iran's dedication to upholding human rights, freedom, and equality as outlined in the UN Charter. Publicize this commitment widely to gain global support.

- Global Advocacy: Leverage diaspora networks, international organizations, and diplomatic channels to advocate for the lifting of sanctions and the unfreezing of Iranian assets.

4. National Security Act (Immediate & long-term plan)

Risk: Without a cohesive national security agency, Iran could face heightened risks from terrorist activities, territorial encroachment, and unresolved military threats.

Strategy:

- National Security Council: Establish a National Security body chaired by the Ministers of Foreign Affairs and Defense. This council will coordinate foreign policy, defense strategies, and intelligence operations to safeguard Iran's sovereignty.

- Intelligence Coordination: Assemble a task force of experienced intelligence and security professionals to address both internal and external threats. This team will also oversee counter-terrorism measures and border security.

5. Financial Risks to Foreign Suppliers

Risk: Iran's history as a perceived geopolitical threat could deter potential allies from forming meaningful economic and security partnerships.

Strategy:

- Gradual Disengagement: Work with regional powers and international stakeholders to implement a phased withdrawal from conflicts. This strategy minimizes risks while signaling Iran's commitment to peace.

- Energy Market Integration: Highlight Iran's potential to stabilize global energy markets through the export of oil and gas as a reliable and peaceful alternative supplier.

- Regional Partnerships: Strengthen ties with neighboring countries, including Saudi Arabia, Turkey, and Israel, through diplomatic negotiations, joint economic projects, and cultural exchange programs to foster trust and cooperation.

6. Human Rights and Global Image

Risk: The previous regime's poor human rights record and Iran's historical isolation may hinder efforts to rebuild international trust.

Strategy:

- Adopt Multilateral Mechanisms: Actively participate in global initiatives addressing human rights, climate change, and environmental challenges to demonstrate Iran's commitment to shared global values.

- Transparency in Reforms: Publicize democratic advancements, legal reforms, and human rights commitments, ensuring these actions are visible to the international community and supportive nations.

7. Commitment to International Law

Risk: Regional disputes, such as territorial claims over Iranian islands or shared resources like the Caspian Sea and Arash gas field, may escalate. There is also a risk of foreign seizure of Iranian assets during the chaotic transitional period.

Strategy:

- Defend Sovereignty: Collaborate with international allies to assert Iran's territorial integrity and negotiate disputes diplomatically, ensuring that national interests are protected without escalating conflicts.

- Asset Recovery: Form a dedicated legal team to advocate for the unfreezing and repatriation of Iranian assets abroad, ensuring these resources are used for the country's reconstruction and development.

8. Regional Unity and Cultural Diplomacy

Risk: Historical ethnic and cultural divisions within Iran may be exploited by adversaries to destabilize the transitional government. Regional powers wary of Iran's resurgence may attempt to isolate the country diplomatically or economically.

Strategy:

- Promote National Identity: Launch campaigns emphasizing Iran's shared cultural and historical heritage to foster unity and pride among its citizens, as well as build trust with regional partners.

- Cultural Exchanges: Strengthen ties with neighboring countries through educational, cultural, and economic initiatives that highlight shared histories and mutual benefits.

Public Relations & Media

1. Control Over Radio & TV

Risk: Without immediate control, radio and TV networks could fall into the hands of saboteurs or unauthorized groups, potentially leading to chaos and the spread of misinformation.

Strategy:

- Establish a Trusted Media Team: Deploy a team of reputable media professionals to assume immediate control of broadcasting facilities and ensure stability.

- Constitute a Council of Managers: Formulate a council composed of experienced and trustworthy personnel to oversee operations, ensuring continuity and adherence to national objectives.

- Ensure Operational Resources: Equip designated personnel with requisite technical and logistical resources to maintain seamless and reliable broadcasts.

- Protect Strategic Facilities: Collaborate with law enforcement and security forces to safeguard broadcasting sites from potential physical attacks or sabotage.

2. Uncontrolled hiatuses

Risk: Disruptions or gaps in media programming could lead to confusion, misinformation, and public unease, allowing adversarial narratives to gain traction.

Strategy:

- Appoint Recognized Spokespeople: Select credible and trusted public figures to ensure continuity in official messaging and programming.

- Provide Essential Support: Facilitate these spokespersons with robust infrastructure and tools to maintain high-quality and uninterrupted communication.

- Develop Contingency Programming: Implement pre-approved content to mitigate sudden interruptions and preserve public confidence.

3. Interim Government (IG) Communication

Risk: A lack of structured and clear communication from the interim government could exacerbate public distrust and heighten uncertainty, potentially leading to unrest.

Strategy:

- Designate Reliable Anchors: Engage professional anchors to work closely with the interim government, ensuring accurate and timely dissemination of information.

- Institutionalize Regular Updates: Establish a consistent schedule for public updates to maintain transparency and reinforce governmental legitimacy.

- Deploy a Dedicated Task Force: Establish a 24/7 team of senior journalists to manage communication between the government, the public, and international stakeholders, ensuring the integrity of information and countering disinformation.

4. Communicating Accomplishments

Risk: Failure to effectively communicate the interim government's accomplishments could erode public morale and foster skepticism regarding progress.

Strategy:

- Publicize Milestones: Regularly broadcast significant achievements such as legal reforms, economic recovery initiatives, and international diplomatic engagements.

- Facilitate Media Collaboration: Promote cooperation between newly appointed media personnel and experienced professionals from the previous regime who support the transitional agenda.

- Enhance Transparency: Provide detailed updates on efforts to hold former regime leaders accountable, fostering trust and demonstrating progress.

5. National Media Reformation

Risk: Entrenched political and ideological affiliations among media staff, coupled with potential sabotage by opposition forces, could hinder the transition of national media institutions such as the IRIB.

Strategy:

- Mobilize Workforce: Encourage over 50,000 IRIB employees to support the national transition by adapting their roles to align with the new government's principles.

- Implement Structural Reforms: Remove restrictive laws, such as mandatory dress codes, and promote professional autonomy to enhance workplace equity and efficiency.

- Engage the Private Sector: Encourage private and semi-governmental media outlets to align with new regulations, fostering a pluralistic media landscape.

6. Establishing an Official News Agency

Risk: A fragmented or biased national news apparatus could erode public trust and weaken the integrity of official narratives.

Strategy:

- Launch a Unified News Agency: Transform the existing infrastructure into a state-owned agency (e.g., Iranian Press Agency), committed to transparency, freedom of speech, and accountability.

- Facilitate Government Media Channels: Enable executive, legislative, judicial, and other governmental bodies to establish official media outlets for direct and credible communication with the public.

7. Digital and Print Media Regulation

Risk: Unregulated use of digital platforms and print media could amplify misinformation and disrupt societal harmony.

Strategy:

- Guarantee Press Freedom: Legally protect the rights of governmental and private print media to operate freely within the framework of democratic norms.

- Enable Unfiltered Internet Access: Ensure internet freedom without filtering, balanced with national sovereignty and citizens' rights to information.

Conclusion

The First 100 Days Emergency Management & Response Plan represents a set of recommendations for setting the stage for Iran's transition into a future defined by peace, prosperity, and unity. This plan reflects the tireless dedication of Iranian professionals globally—engineers, environmentalists, medical experts, economists, and legal scholars—who have come together with a shared vision to stabilize and rebuild Iran. Through targeted strategies in sectors critical to the nation's infrastructure, such as health, security, economy, and energy, we aim to lay a resilient foundation that addresses the immediate needs of the Iranian people while guiding the country toward a sustainable future.

At this pivotal moment, we see boundless potential for Iran's revival as a democratic, forward-thinking nation. Through transparent governance, equitable distribution of resources, and a commitment to global cooperation, the Phoenix Project of Iran envisions an Iran where every citizen, regardless of background, has the opportunity to thrive. This journey requires courage, collaboration, and compassion, and we are confident that, with the support of the global community and the Iranian diaspora, we will achieve this transformative vision.

To our Iranian brothers and sisters around the world, we extend a heartfelt invitation to join us. The Iranian diaspora plays an invaluable role in shaping Iran's future, and your expertise, resources, and voices are crucial to our success. We invite you to connect with us, collaborate on our projects, and lend your skills and support to this historic endeavor. Together, we can create a new chapter for Iran—a chapter that celebrates progress, hope, and a united commitment to a prosperous future for all Iranians.

Contact Information

To connect with us, collaborate, or support our mission, please reach out:

www.iranprojectphoenix.org

We invite the Iranian diaspora and allies to join us as we work to empower Iran's future. Follow our journey, stay updated, and reach out to contribute to a revitalized Iran. United, we are stronger; together, we build a brighter tomorrow.

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