

Aircrew Performance Coaching

Jason Davenhill





wats2024
ORLANDO



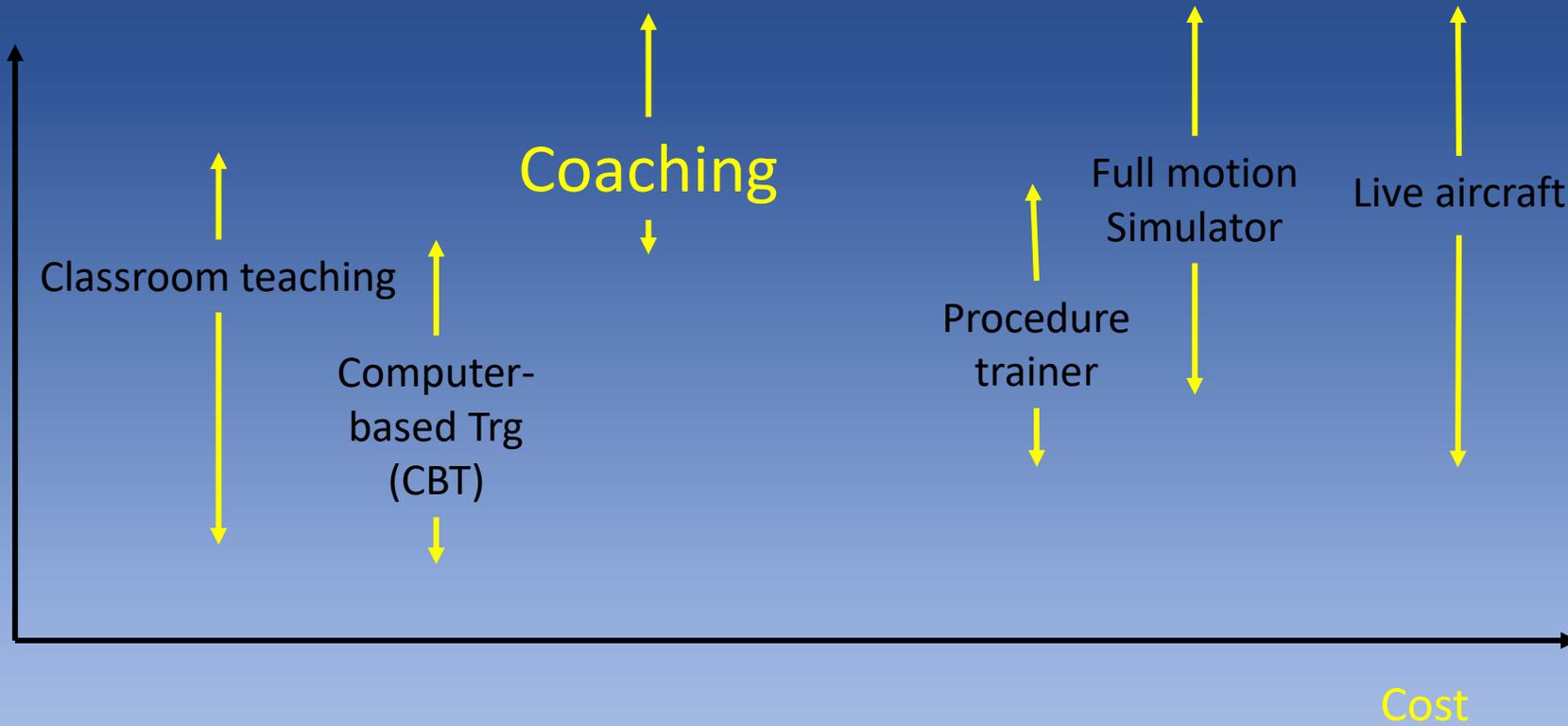
Training

- Extrinsic instructionshoving stuff in
- Intrinsic learningthat's where the magic is
- Pilots are proud
- Don't want to air concerns about professional ability



The hole in the middle.

Effectiveness
and relevance





Defence Helicopter School, RAF Shawbury



Army Air Corps School of Aviation, Middle Wallop

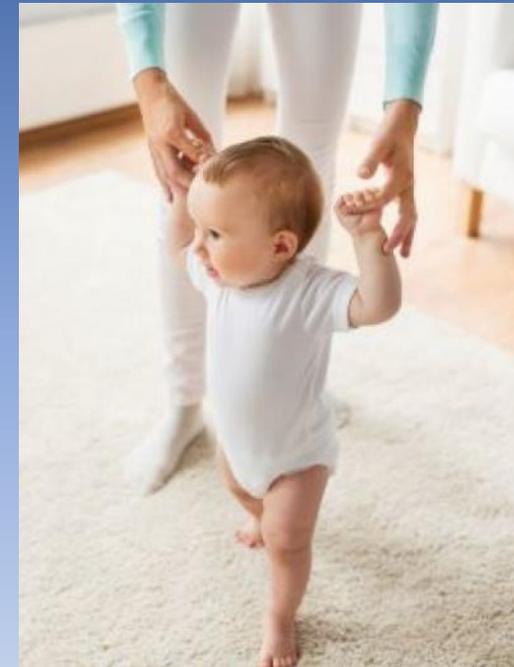


Education?

- Educ..... from the Latin 'to lead out'.



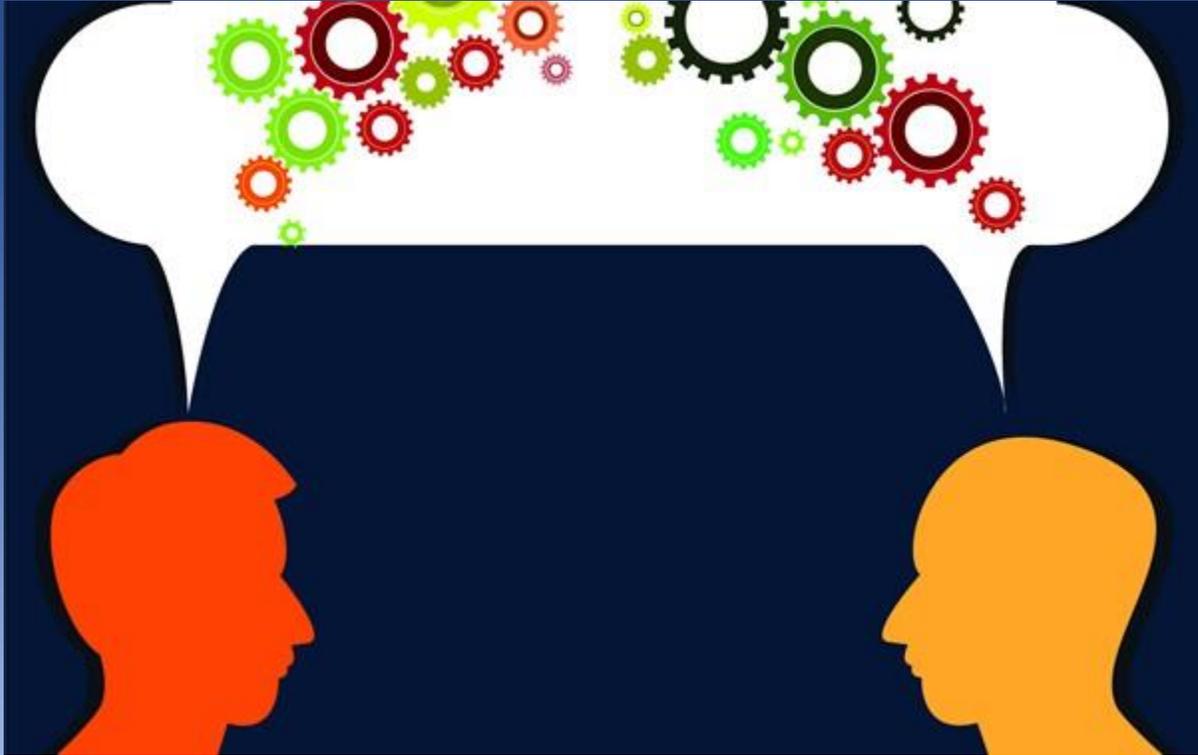
Image: Franklin Covey coaching



British Cycling



We make it difficult by thinking too much



Mental..... 'health'?

- German wings
- Top athletes' mental strength



Mental..... 'health'?

- Mentally strong and powerful
- Mentally damaged

Effectiveness



Pep Guardiola – Manchester City



Paul Bryant – Alabama. AFL's 'winningest' coach



Mental....health?

- Paul Cullen: “We spend all the time focusing on dragging people out of the river.
- “Why don’t we look upstream to see why they’re falling in?”



Mental....health?

- Jason Davenhill: “Why don’t we help them learn to love swimming and be brilliant at it.
- “Raise the standard in some and the rest will follow.”



Chief pilot – small business airline

- Concerned he wasn't as sharp as his younger co-pilots
- Wife big NFL fan. Quarterback had a mindset coach
- MBTI preference INFJnot ESTJ (Erika Armstrong)
- Allowed to be himself
- Now enjoying flying again.

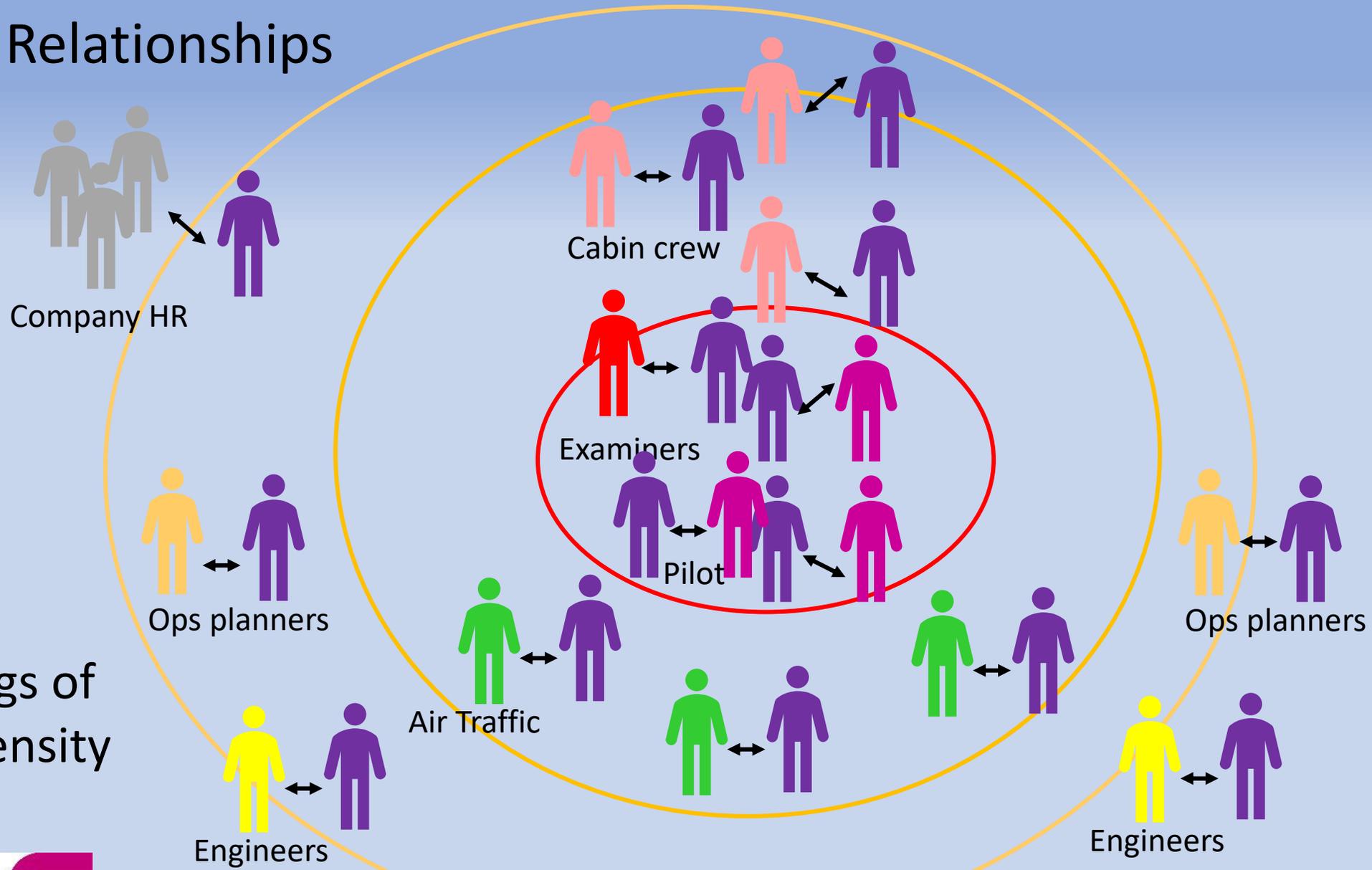


Self-awareness and relationships

- Aviation is about relationships: pilot-pilot, pilot-instructor, pilot-examiner, pilot-crew, pilot-engineering, pilot-air traffic, pilot-company HR etc



Pilot Relationships



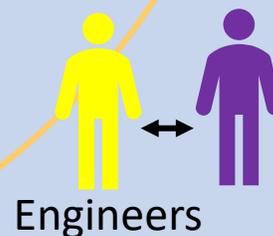
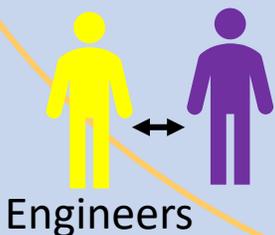
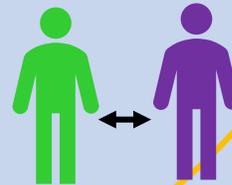
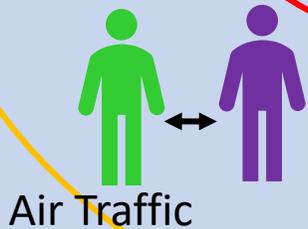
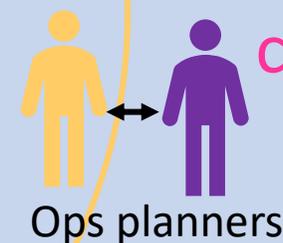
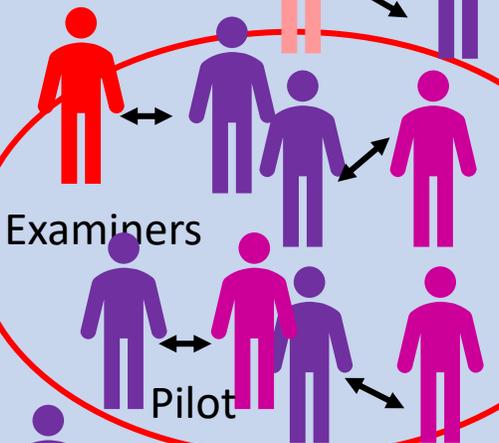
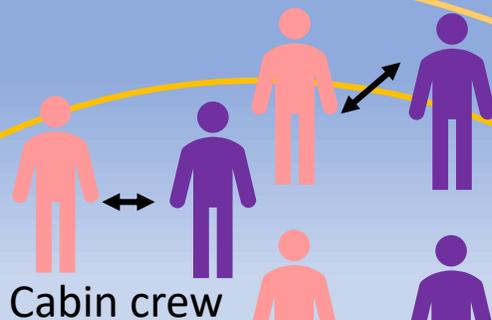
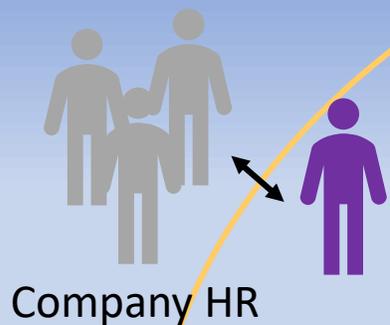
Rings of Intensity

Self-awareness and relationships

- Aviation is about relationships: pilot-pilot, pilot-instructor, pilot-examiner, pilot-crew, pilot-engineering, pilot-air traffic, pilot-company HR etc
- The best relationships come from at least one party being self-aware.
- The magic in coaching is the self-awareness it breeds.



Pilot Relationships



Rings of Intensity



Safety Differently

- Todd Conklin: “far from being the problem, people are more often the solution.”
- Process will never cope with every iteration - people are making things work despite the process.
- Why wouldn't you want the person in the cockpit making things work to be the best they could be?
- Not just fit to fly, but as fit as they can be to solve whatever fate throws at them?



Aviation seems to want to control everything

- Trust your people and they will grow.
- Stifle them and they shrivel.
- A business thrives when its people thrive.
- Coaching is about making the good guys even better.
- If you raise the standard of some, everyone will aspire to more.



Questions?



Thank you for your attention



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