

# Aircrew Performance Coaching

Jason Davenhill





Image: Franklin Covey coaching



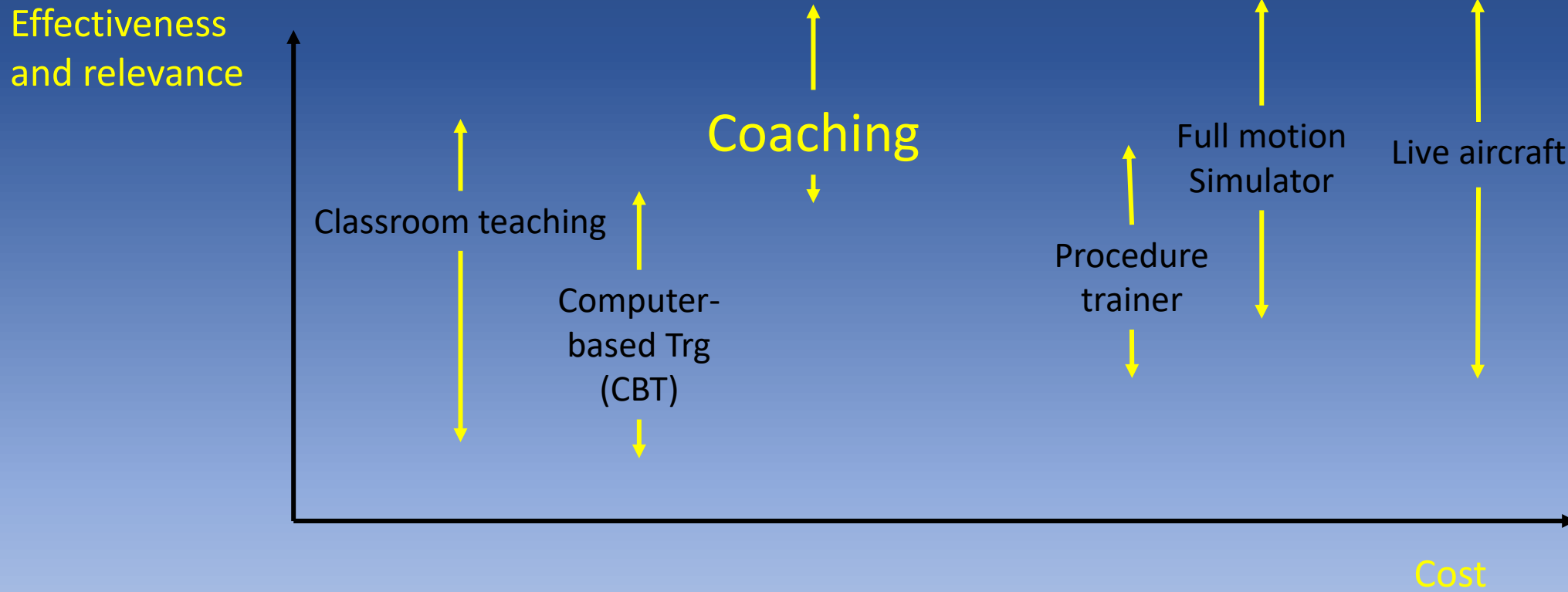
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ORLANDO



# Training

- Extrinsic instruction .....shoving stuff in
- Intrinsic learning .....that's where the magic is
- Pilots are proud
- Don't want to air concerns about professional ability

# The hole in the middle.







Defence Helicopter School,  
RAF Shawbury



Army Air Corps School of Aviation,  
Middle Wallop





# Education?

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



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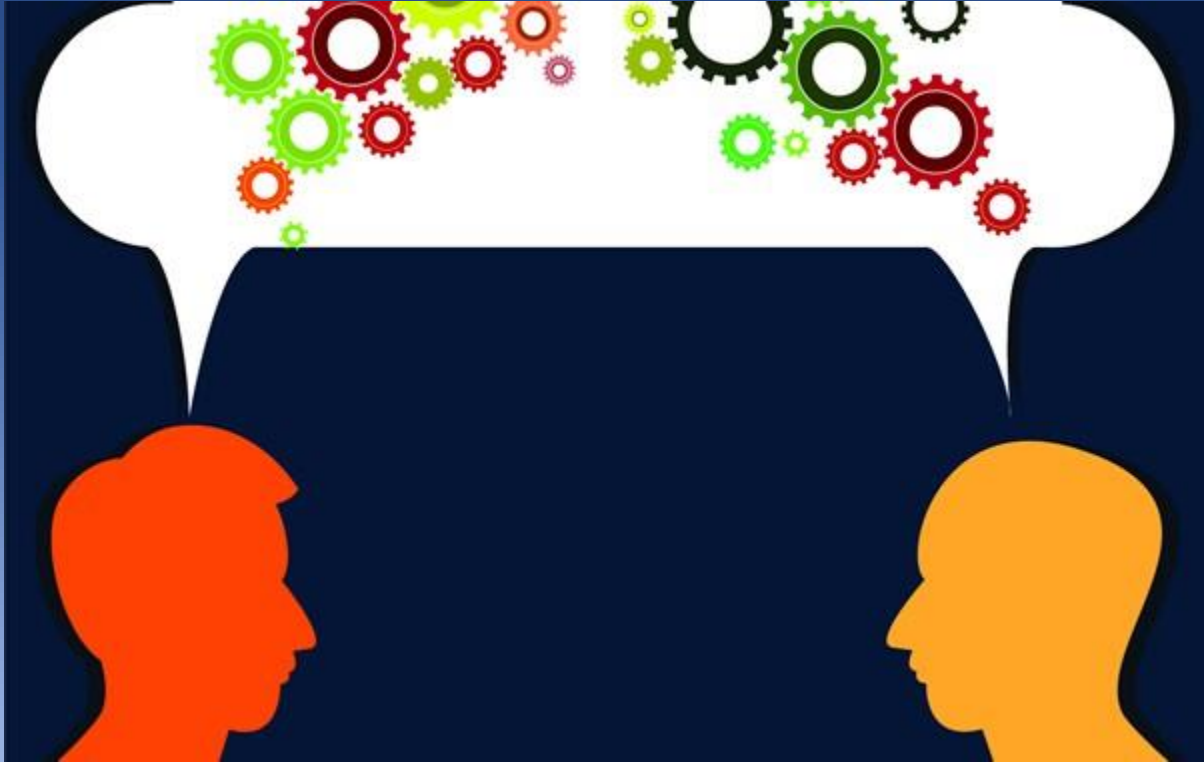




# British Cycling



# 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 Davenport: “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 INFJ .....not ESTJ (Erika Armstrong)
- Allowed to be himself
- Now enjoying flying again.

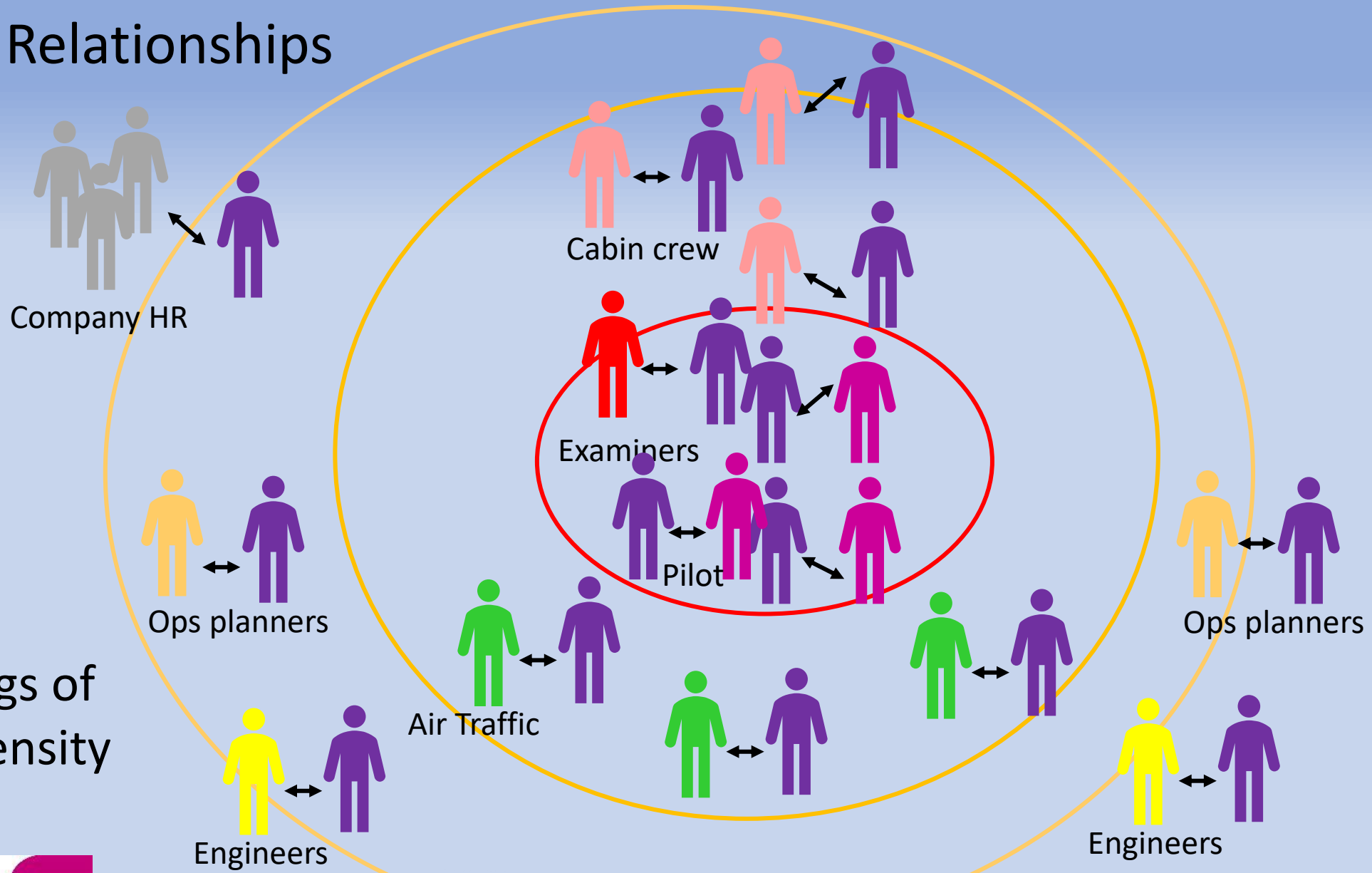


# Self-awareness and relationships

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



# Pilot Relationships

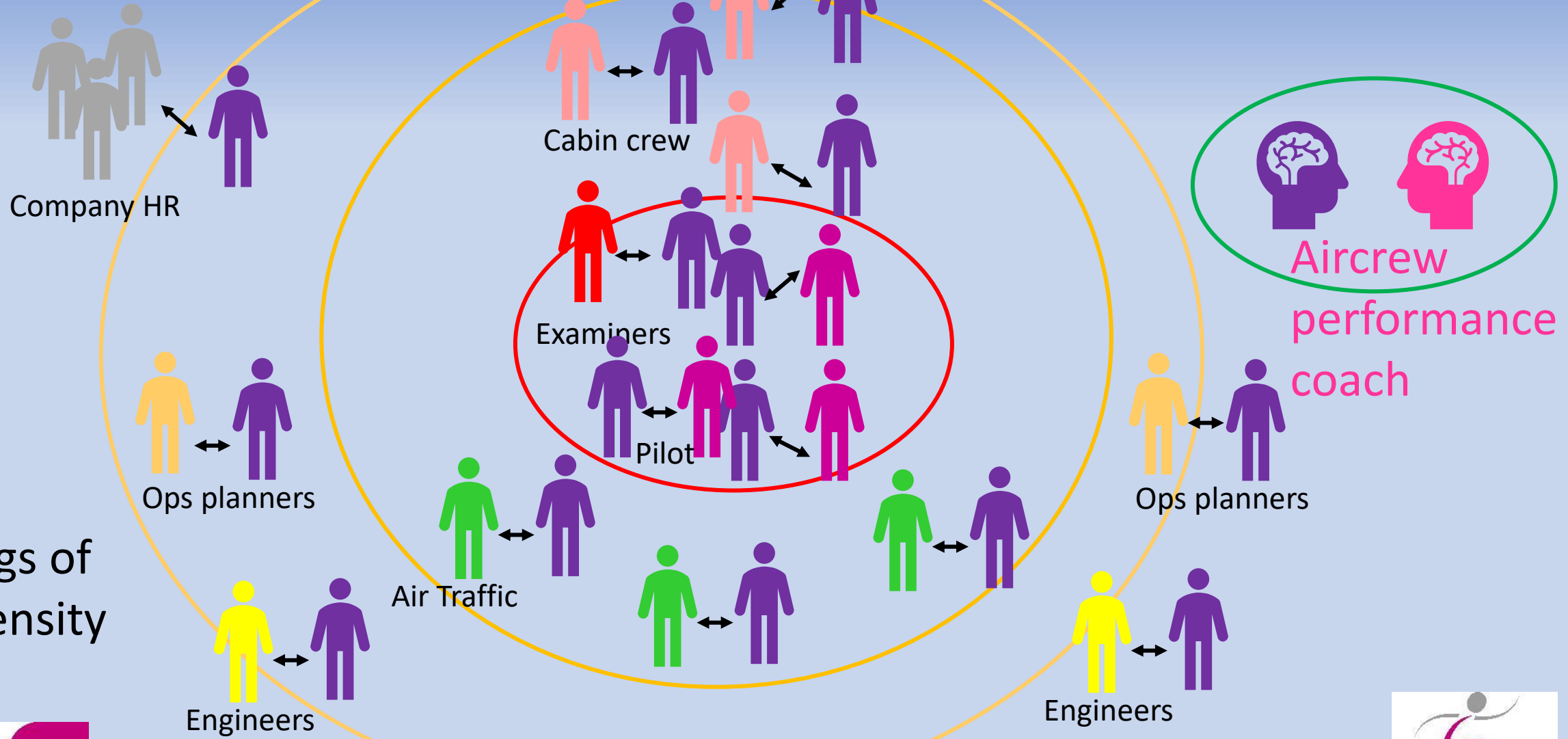


# Self-awareness and relationships

- 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



# 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



## Jason Davenhill

Inflow Performance Ltd  
[www.inflowperformance.com](http://www.inflowperformance.com)

<https://www.linkedin.com/in/jason-davenhill/>



E: [enquiries@inflowperformance.com](mailto:enquiries@inflowperformance.com)

