SERVICES

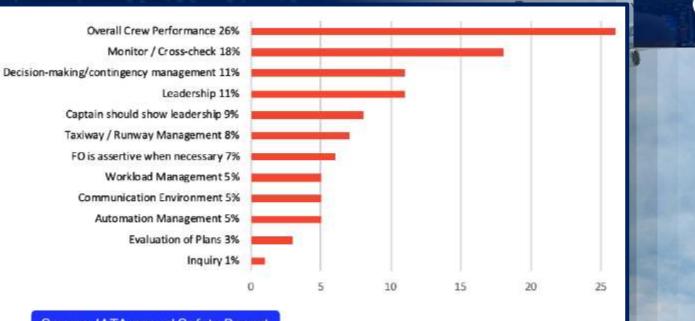
Airbus Flight Training The Impact of Instructors

Capt Stéphan Labrucherie | Head of Flight Training Worldwide EATS, Portugal 7 - 9 November 2023

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The Impact of Instructors



Source IATA annual Safety Report



TRAINING AND SAFETY ARE ONE

Training CBTA Course Design - ISD

ADDIE MODEL





FOOTPRINT



TOOLS



INSTRUCTOR



Airbus Total System Approach

Feedback loop

ADDIE MODEL

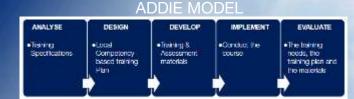


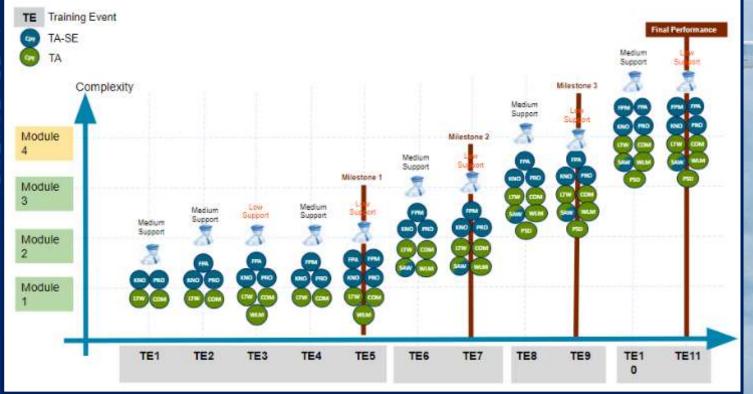
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E2E Flight Training CBTA Curriculum

Selection	Initial Training	Int/Adv Training	Operator Training & Operations	
Selection •Competency- based	Ab Initio Training •Integrated ATPL •Modular path PPL/CPL/IR/ME •MPL •UPRT	Airbus Modular Training •JOC/MCC •IR/ME reinforcement •Type Rating •Reduced Type Rating (CCQ) •Difference courses •Instructor Training (APIC) •Examiner course	Ops Training •RTC & EBT Service •Command Course •CRM •UPRT •IOE (LIFUS) •ETOPS/LVO Feedback	IOOP

What Changes for Instructors?





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COMPETENCIES

Problem Solving and Decision Making

Situational Awareness

Leadership and Teamwork

Communication

Workload Management

Flight Path Management Automation

Flight Path Management Manual Control

Application of Procedures ...

Application of Knowledge







COMPETENCIES

Problem Solving and Decision Making

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COMPETENCIES

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Application of Procedures ...

Application of Knowledge

Focus on: CREW RESOURCE MANAGEMENT

Problem Solving and Decision Making

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Situational Awareness

Leadership and Teamwork

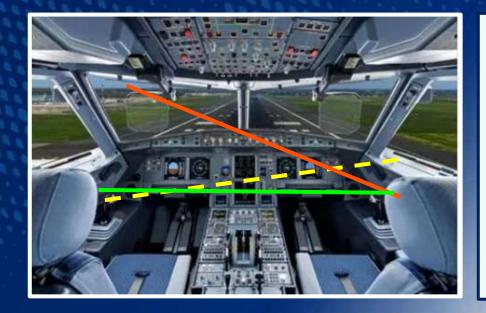
Communication

Workload Management

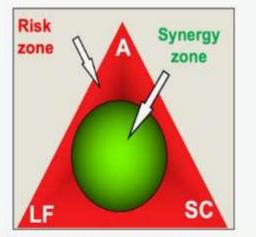
Leadership & teamwork (LTW)			
Description:	Influences others to contribute to a shared purpose. Collaborates to accomplish the goals of the team		
OB 5.1	Encourages team participation and open communication		
OB 5.2	Demonstrates initiative and provides direction when required		
OB 5.3	Engages others in planning		
OB 5.4	Considers inputs from others		
OB 5.5	Gives and receives feedback constructively		
OB 5.6	Addresses and resolves conflicts and disagreements in a constructive manner		
OB 5.7	Exercises decisive leadership when required		
OB 5.8	Accepts responsibility for decisions and actions		
OB 5.9	Carries out instructions when directed		
OB 5.10	Applies effective intervention strategies to resolve identified deviations		
OB 5.11	Manages cultural and language challenges, as applicable		



3 Styles of Flight Deck Leadership & Climate



Autocratic Laissez-faire Self-centred Synergistic



Synergy operates in the zone that is not Autocratic, Laissez-faire or Self-centred

AUTOCRATIC LAISSEZ-FAIRE SELF-CENTERED



Instructor Essentials

"have knowledge of CBTA, including the following underlying principles:

 threat and error management

CBTA

- learning from positive performance
- building resilience
- data-driven training"

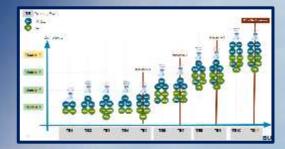
(source IATA)



It is essential for the instructor to:

Have the fundamentals of **CRM HF**

Capable & be able to link CRM HF with the non-technical competencies



Documentation with pedagogical objectives and targeted competencies

- + their level of interaction for each session
 - + appropriate grading system



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Concordance = Calibration



Thank you

