

SERVICES

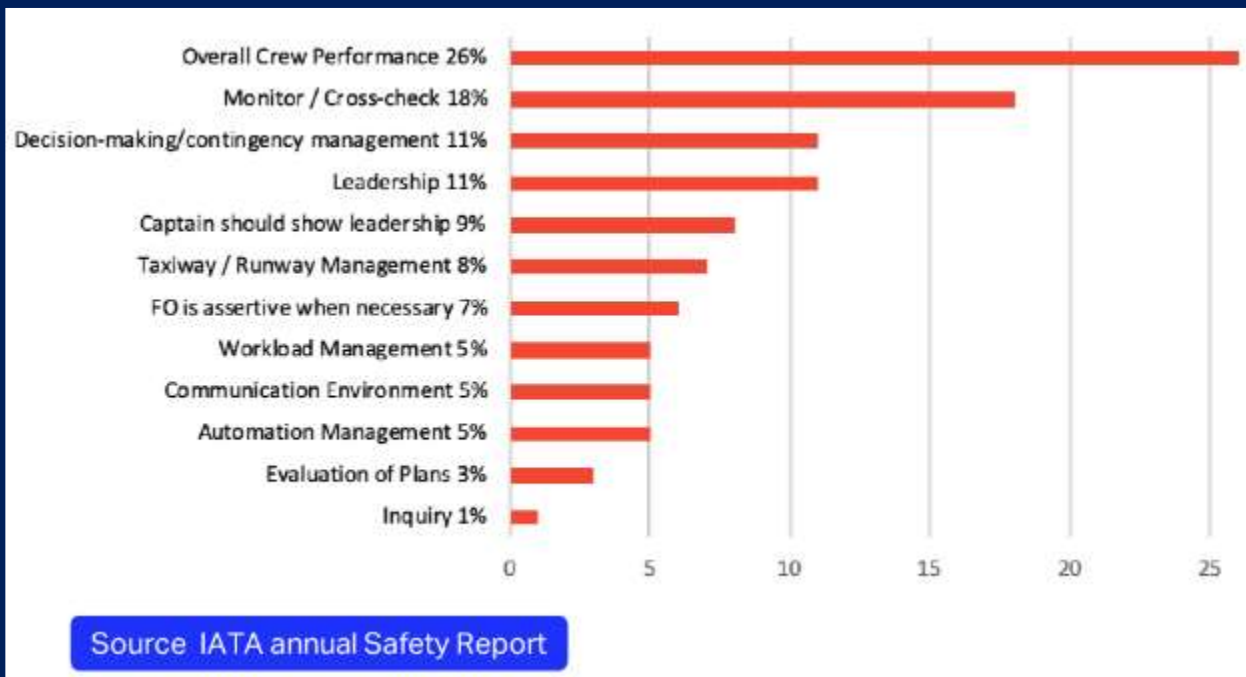
Airbus Flight Training The Impact of Instructors

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EATS, Portugal 7 - 9 November 2023

The Impact of Instructors

1

TRAINING AND
SAFETY ARE ONE



Training CBTA Course Design - ISD

ADDIE MODEL



FOOTPRINT



TOOLS



INSTRUCTOR

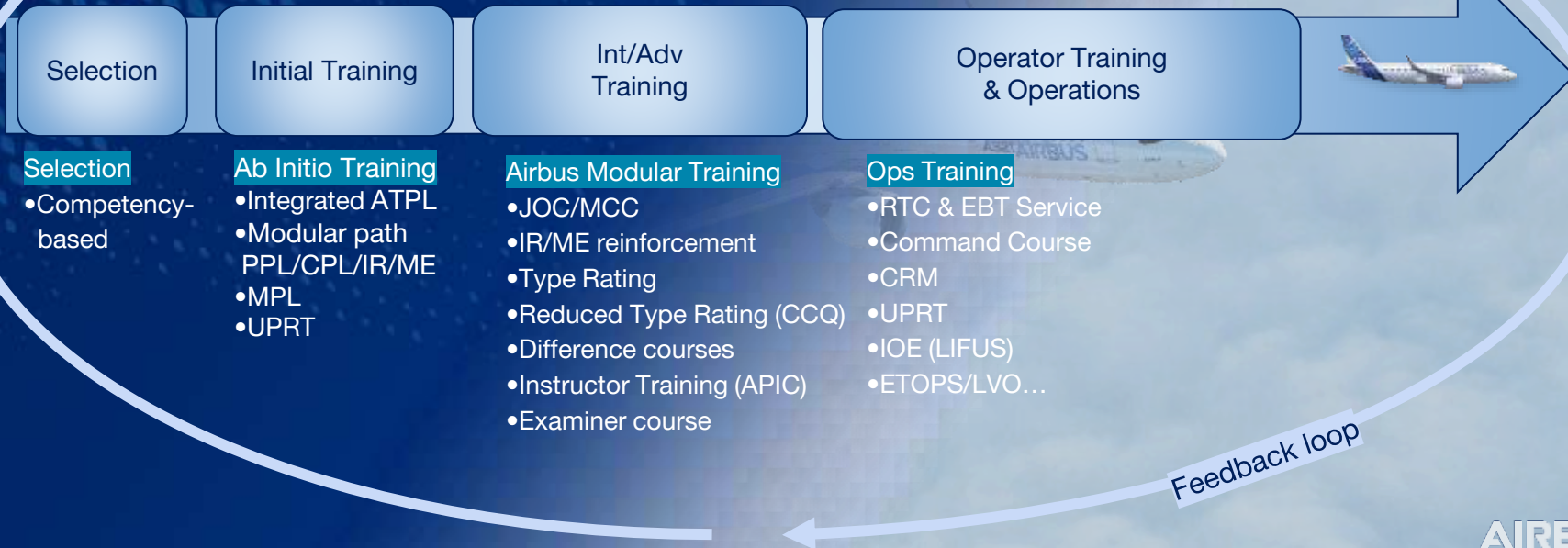
Airbus Total System Approach

ADDIE MODEL



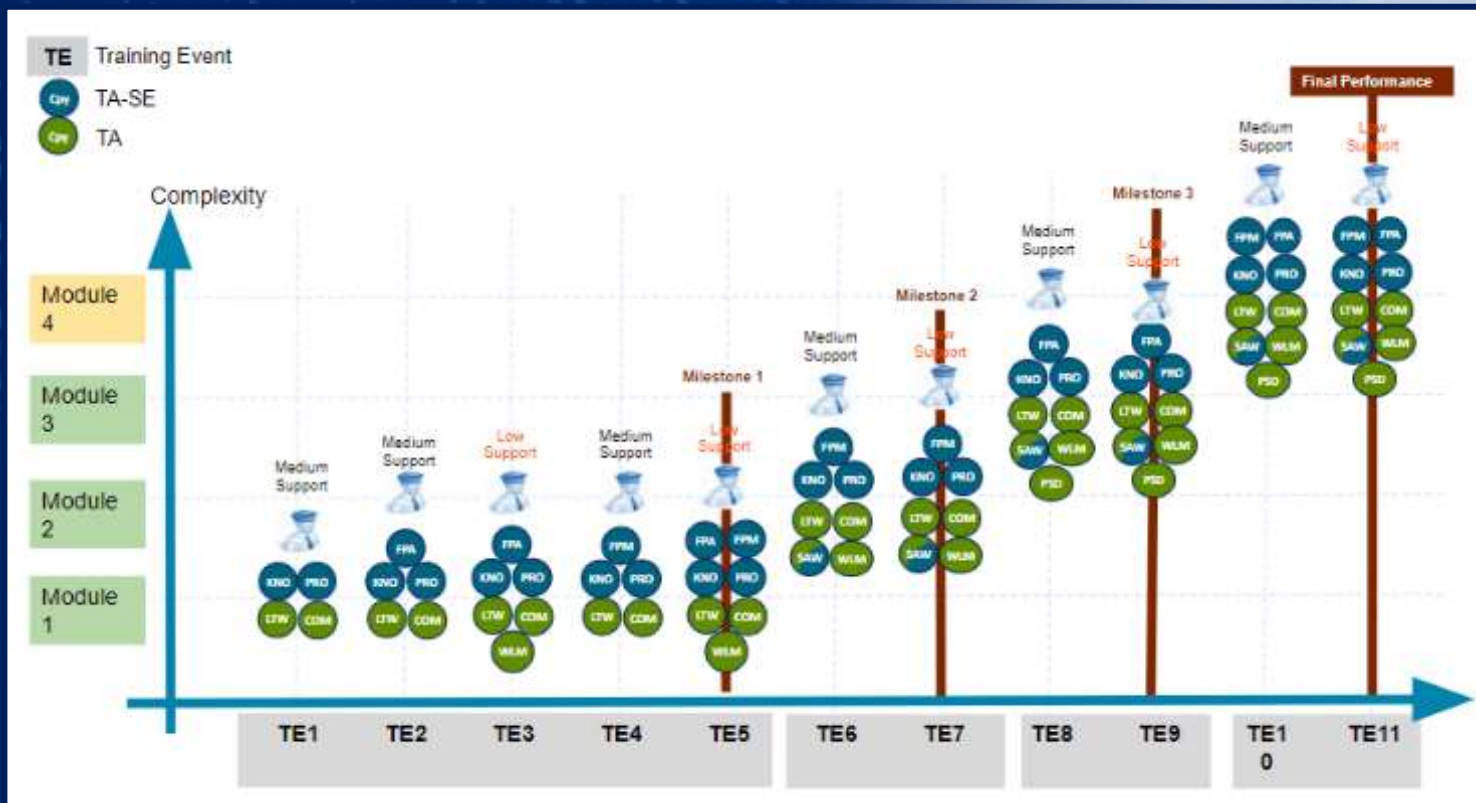
Feedback loop

E2E Flight Training CBTA Curriculum



Feedback loop

What Changes for Instructors?



The Impact of CBTA

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



The Impact of CBTA

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Application of Procedures ...

Application of Knowledge

Focus on:
CREW RESOURCE MANAGEMENT

Problem Solving and Decision Making

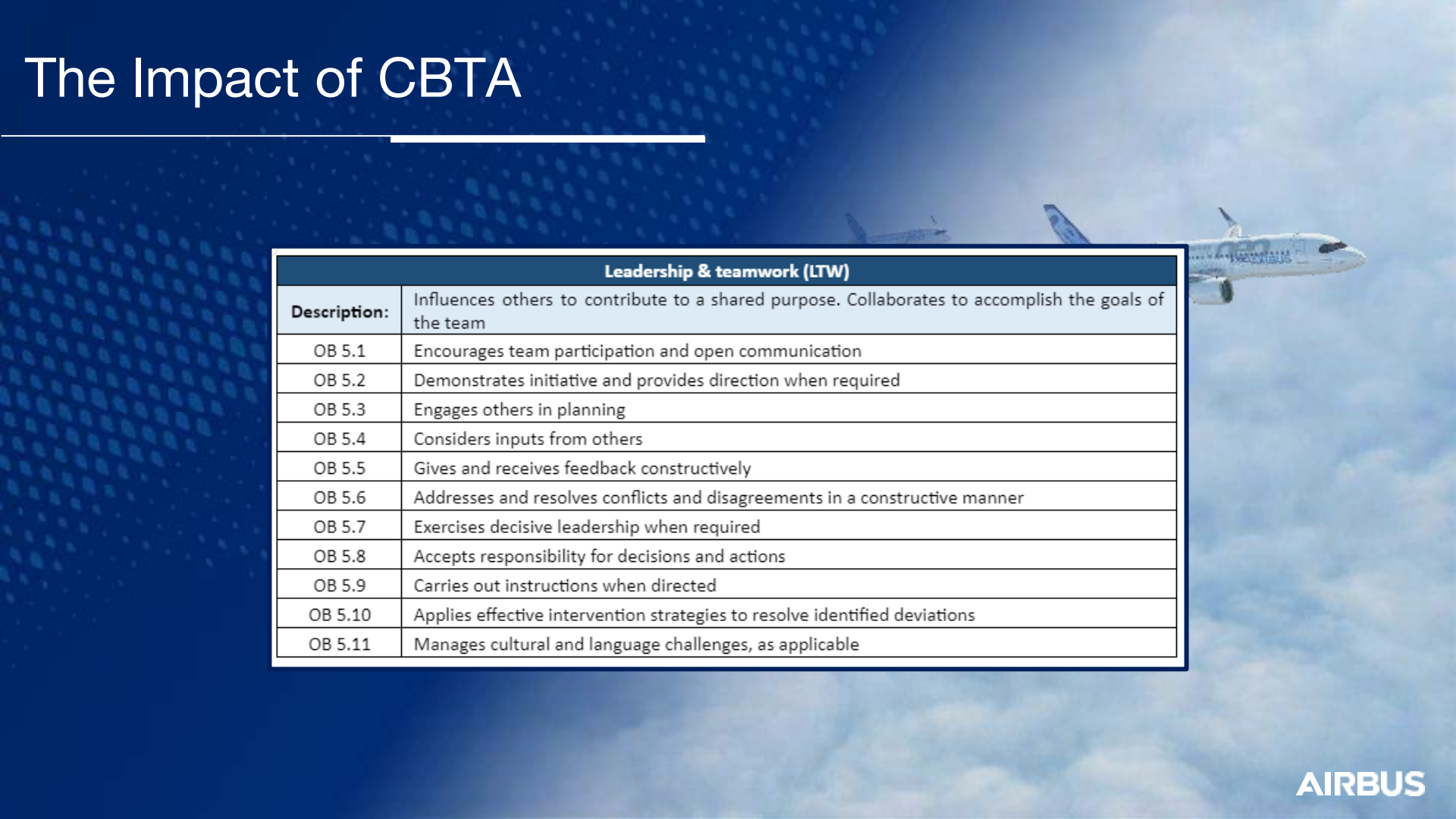
Situational Awareness

Leadership and Teamwork

Communication

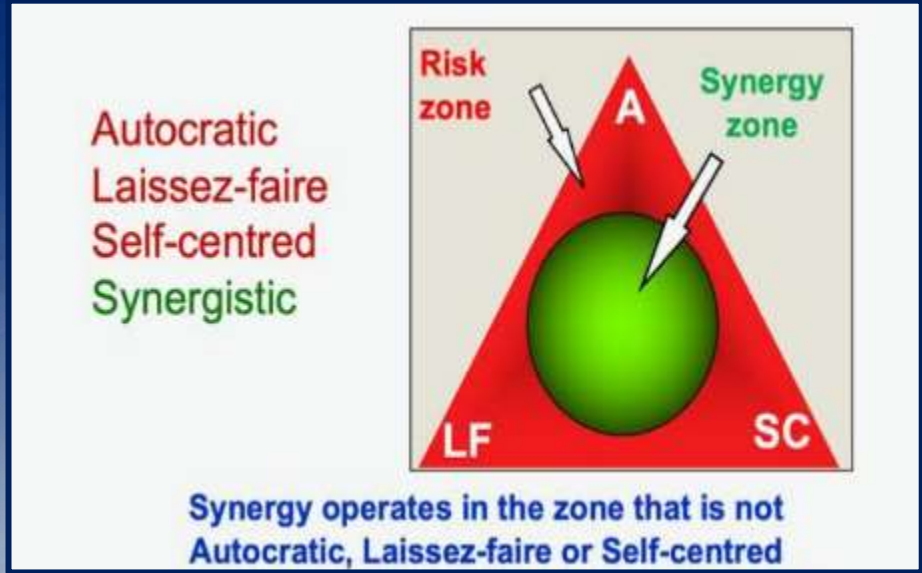
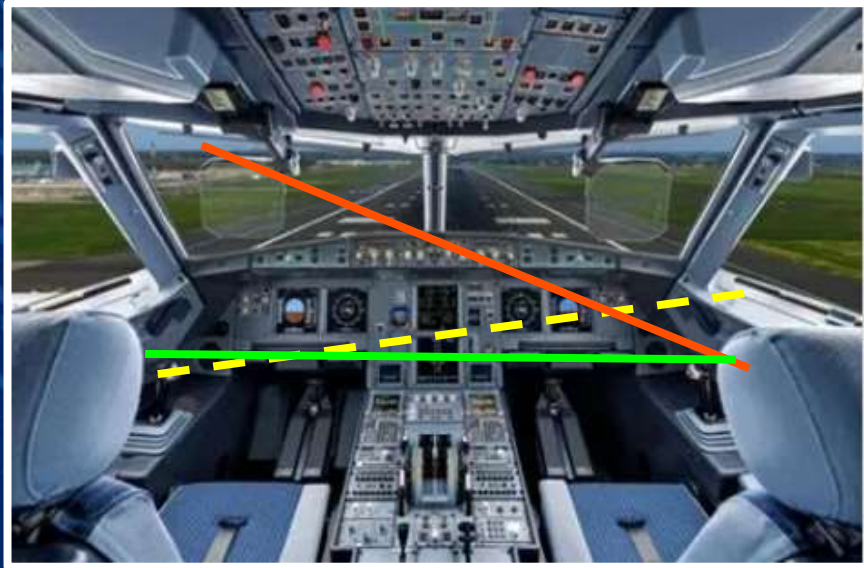
Workload Management

The Impact of CBTA



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-CENTERED

Instructor Essentials



It is essential for the instructor to:

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

- *threat and error management*
- *CBTA*
- *learning from positive performance*
- *building resilience*
- *data-driven training*“

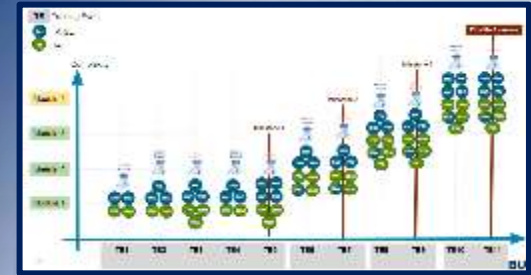
(source IATA)

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



Concordance = Calibration



Thank you

AIRBUS