



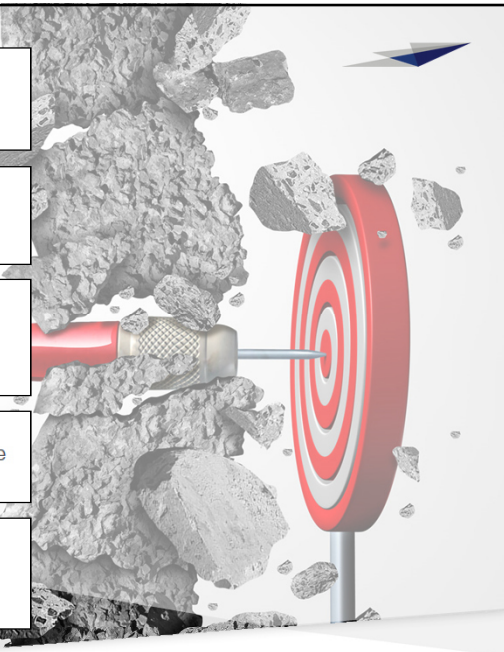
Modernizing leadership skills

Foundation for SAFETY

(NBAA – National Business Aviation Association)



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Risk Management
Organizations must have the tools and systems in place to identify and eliminate or mitigate risks that threaten operational safety, success and viability.

Professionalism
Professionalism is the pursuit of excellence through discipline, ethical behavior and continuous improvement, and is a cornerstone of safety management.

Safety Leadership
The entire organization must work together to fully embrace a proactive safety mindset evidenced by not only participation and belief in the culture, but the willingness to share safety data with fellow aviation professionals.


Technical Excellence
Appropriate knowledge, skill and proficiency to execute an intended function or role is critically important given the wide range of safety-sensitive functions in aviation.

Fitness for Duty
A clear mind and healthy body are essential to safe operations. Health factors that must be addressed include fatigue and proper use of medication.

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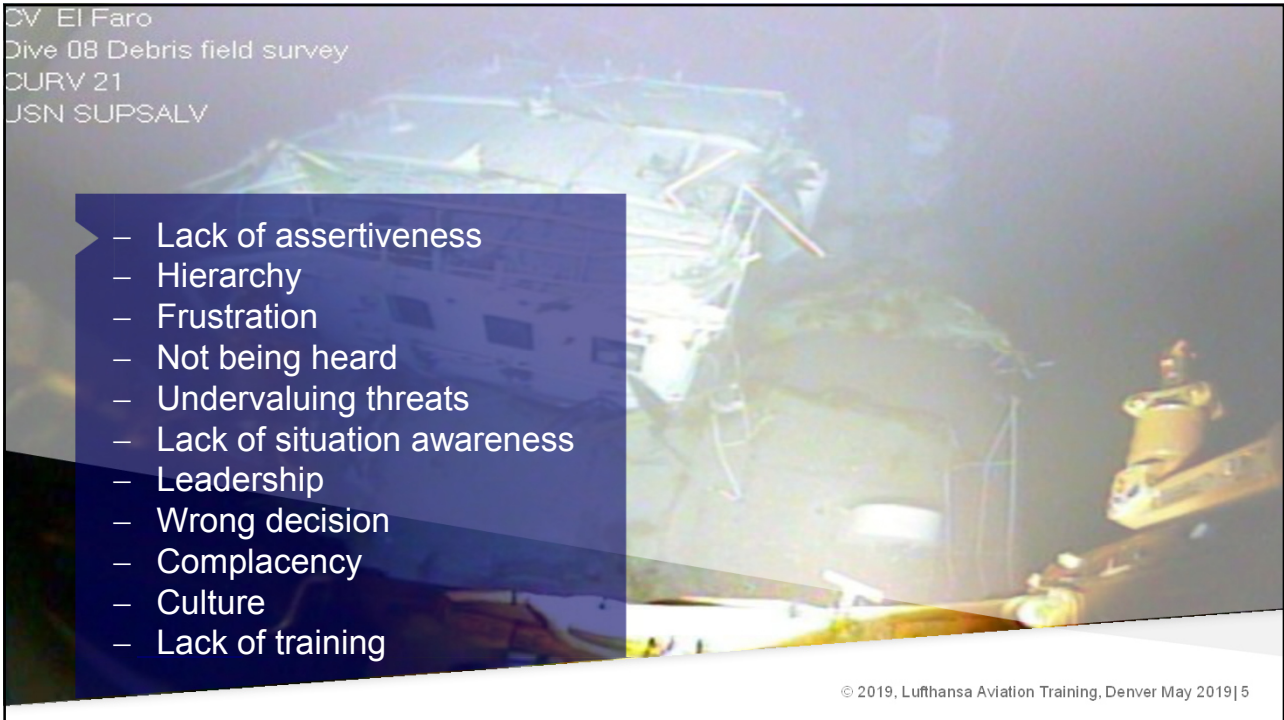
October 1st 2015

- El Faro sank at 8:00 am
- 35 nautical miles from Crooked Island
- 33 people on board died



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CV El Faro
Dive 08 Debris field survey
CURV 21
JSN SUPSALV





- Lack of assertiveness
- Hierarchy
- Frustration
- Not being heard
- Undervaluing threats
- Lack of situation awareness
- Leadership
- Wrong decision
- Complacency
- Culture
- Lack of training

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**You also have
to make decisions...**

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A leader is one who knows
the way, goes the way, and
shows the way.

John C. Maxwell

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Leadership skills

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Study Thrash and Elliot

- Inspired people are:
 - are more **open to new experiences**
 - are reported having a **stronger drive to master their work**, but were **less competitive**.
 - are more **intrinsically motivated** and less extrinsically motivated
 - are reported to have **higher levels of important psychological resources**, including **belief in their own abilities, self-esteem and optimism**.
 - view themselves as **more creative**

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Seeing it with the
eyes of another.

Listening with the
ears of another.

Feeling it with the
heart of another.

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- Listen and communicate
- Personal accountability
- Credible leadership
- Being a role model without excuses or exceptions
- Team effort
- Respect

"By the way, you can't fake empathy – people, especially your family and team members, can smell the bullshit from miles away."

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Emotional Intelligence:

- ***Recognize emotions***
- ***Influence emotions***
- ***Use emotions***
- ***Empathy***

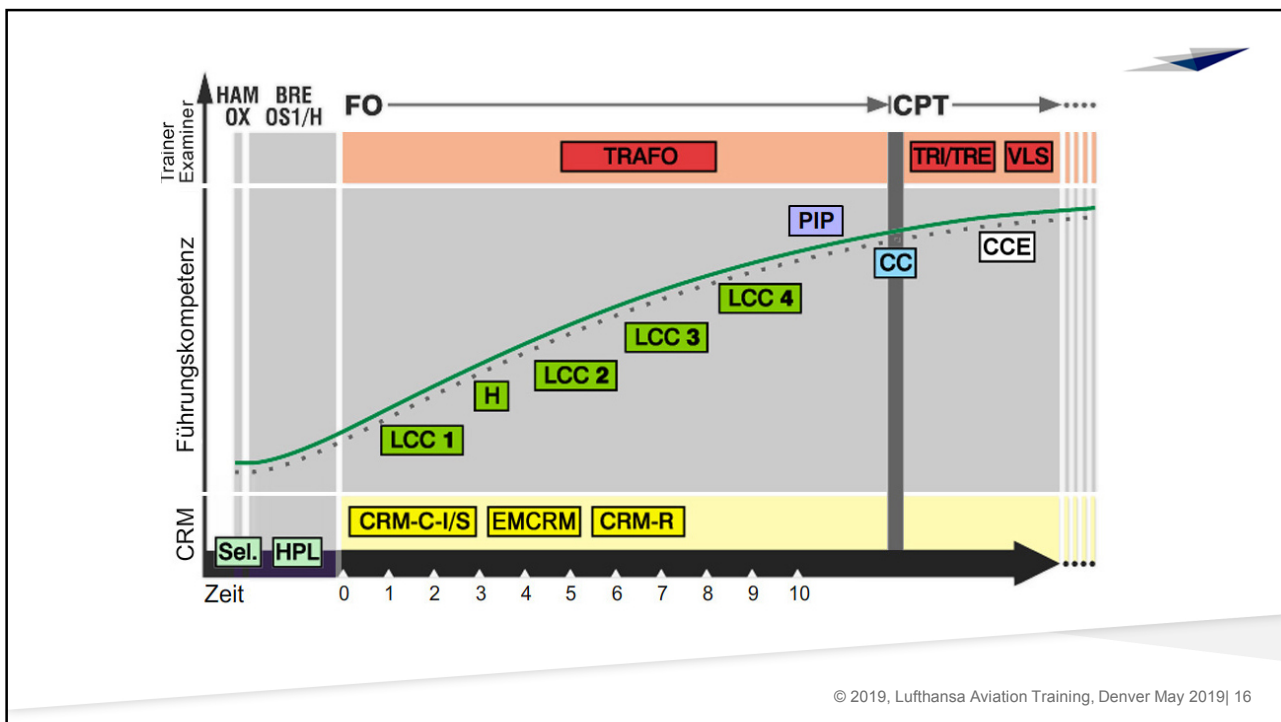
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„Feelings are much like waves, we can't stop them from coming but we can choose which one to surf.”

~ Jonatan Mårtensson

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Reflection and Self-criticism

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Three kinds of leaders (Philip Stahel)



- **Natural born leaders** – pick up trash as an instinctual act of kindness and empathy. Driven by doing what's right at all times. These are the better surgeons.
- **Conditional leaders** – pick up trash only when there is someone else around to see them do it. These are good surgeons on the path of becoming better.
- **The Rest** – a large bulk of people who never pick up litter, regardless of whether someone is watching. It is hard to imagine they will ever grow beyond the walls of their own ego.

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Conclusion

Leadership is not about a title or a designation. It's about impact, influence and inspiration.

Leadership qualities are the key to success to create the right atmosphere on board, to deal with routine and complex situations, to form a successful team and ultimately to improve safety.

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Thank you!!!

Martin Egerth
(martin.egerth@lat.dlh.de)

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