Achieving Extreme Professionalism in CAP

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GP2/CC

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On one hand it was a 40 million dollar plane, on the other hand the spider was **inside** the cockpit.

Achieving Extreme Professionalism
Why this Flight Safety Day?

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Achieving Extreme Professionalism
Introduction

- Welcome to the Group 2 Flight Safety Day!

- Learning time – share your experiences of an incident or accident and what you learned from it and what you would do differently.

- All shared incidents and accidents will stay with the members in this presentation.

- You may use the phrase "This happened to a friend…"

- Sharing your experiences is part of a Learning Safety Culture and is strongly encouraged in Group 2.

Achieving Extreme Professionalism
Introduction

- Professionalism in aviation is tough to define.

- Traditionally, a professional is a skilled, well-trained individual who follows a profession for personal gain.

- If you collect a paycheck you must be a professional, right?

- Then why do professional pilots, according to NTSB reports, crash airplanes as a result of "unprofessional behavior" or "unprofessional acts?"

- Blowing off a regulation, intentionally skipping a preflight procedure, or continuing an unstable approach to a landing are all clearly unprofessional acts.

- So, if being a professional is tied to a paycheck, did these pilots momentarily "clock out" to harm themselves or others? In hindsight, it's often easier to identify a lack of professionalism than to clearly define it.

Achieving Extreme Professionalism
Introduction

- The first step - and probably not a very popular one - in better defining the term "professional" in aviation is to forget the notion that receiving a paycheck matters.

- Aviators can act professionally regardless of being paid or, conversely, can get paid and not act like a professional.

As an example, CAP aircrew are every bit as professional or serious about flying as the "pro."

Achieving Extreme Professionalism
Introduction

- Professionalism involves more of a mindset than skillset. For the sake of argument, let's say to become a successful professional pilot it takes 90 percent attitude, 10 percent aptitude, and zero percent cash.

- Focusing on attitude and aptitude might help simplify our definition of professionalism.

- For the career pilot, maintaining this attitude and avoiding the inevitable "drift" over the span of 30 to 40 years is a challenge.

- Professionalism, has been identified as the cornerstone focus area of any safety management system in which professional behaviors rule and safe actions become a byproduct.

- Professionalism in aviation is the pursuit of excellence through discipline, ethical behavior, and continuous improvement.

- CAP has established an Aviators Code of Conduct and an Aircrew Code of Conduct as guides to the ethical and professional behavior of its pilots and other aircrew.

National Commanders message on Aircrew Professionalism:

Achieving Extreme Professionalism
Aircrew Code of Conduct

- Aircrew professionalism, is a journey, not a destination.
- Continual improvement of our organization, our teams, and ourselves is required.
- Professionalism begins with a personal commitment to the concept of professionalism
- Professionalism also requires discipline
- Finally, professionalism requires competence
- There is a new CAP Aircrew Code of Conduct and a CAP Aviators Code of Conduct

Achieving Extreme Professionalism
Aircrew Code of Conduct

General Responsibilities of Aircrew. Aircrew should:

- Recognize and manage risks effectively,
- Develop and exercise good judgment and sound principles of technical decision-making,
- Adhere to prudent operating practices and support team situational awareness,
- Seek operation excellence,
- Aspire to professionalism,
- Act with responsibility and courtesy, and
- Adhere to applicable laws and regulations.

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Aircrew Code of Conduct

Passengers and People on the Surface. Aircrew should:

- assist the PIC in ensuring the safety of any passengers,

- manage risk and avoid unnecessary risk to crew, passengers, to people and property on the surface,

- inform team members of any significant or unusual risk associated with a task or flight,

- seek to prevent unsafe conduct by pilots, crew or passengers, and

- avoid operations that may alarm, disturb, or endanger crew, passengers or people on the surface.

Training and Proficiency. Aircrew should:

- participate in regular recurrent training to maintain and improve proficiency,

- participate in aviation safety education programs,

- remain vigilant and avoid complacency,

- train to recognize emergencies and support effective crew response,

- prepare for and review each lesson carefully, and

- maintain an accurate training record to satisfy training and currency requirements.

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Aircrew Code of Conduct

Security. Aircrew should:

- seek to maintain the security of all persons, property, and operational information associated with their aviation activities, and

- remain vigilant and immediately report suspicious, reckless, or illegal activities.

Environmental Issues. Aircrew should:

- recognize and seek to mitigate the environmental impact of aircraft operations,

- respect and protect environmentally sensitive areas, and

- review and adhere to prudent hazardous materials handling procedures.

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Aircrew Code of Conduct

- Use of Technology. Aircrew should:

- become familiar with and properly use appropriate technologies, and

- keep current with the requirements and applicable procedures for all technologies that they operate.

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Aircrew Code of Conduct

- Advancement and Promotion of Aviation. Aircrew should:

- advance and promote aviation safety and adherence to the Code of Conduct,

- contribute to the promotion of aviation and encourage other aircrew to do so as well,

- demonstrate appreciation for aviation professionals and service providers,

- advance an aviation culture that values openness, humility, positive attitudes, and the pursuit of personal improvement,

- promote ethical behavior within the aviation community, and

- mentor new and future aircrew.

- In Dr. Tony Kern's * book *Going Pro: the Deliberate Practice of Professionalism* to further identify three different levels of professionalism by using the Integrated Model of Professionalism

- Level I Professional - Member

- Level II Professional - Stagnant

- Level III Professional – Extreme

* Dr. Tony Kern, Lt Col, USAF (Ret)

- According to Kern's model, "Level I Professionals are little more than members of a profession. They are competent enough to earn a paycheck, but not necessarily compliant with all policies, procedures, and regulatory guidance."

- Level II Professionals, according to Kern, are "stagnant professionals," they are competent, ethically sound, and compliant; however, they might never reach their potential because there is no improvement process.

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Professional Levels

- Level III Professionals
- The extreme professionals embrace and improve across all six domains:
- Doing the right things right;
- Doing the right thing;
- Getting better at doing the right thing;
- Sharing and learning from others;
- Looking and acting the part;
- Mentoring others do the right thing.

Achieving Extreme Professionalism
Professional Levels

- In order to mitigate incidents and accidents CAP needs you to be a Professional

- A professional—not in the sense that you receive a paycheck for flying with CAP, but in that you are engaged, have a strong desire to learn and continuously improve your skills.

- Embracing the CAP Aircrew Code of Conduct is the first step to becoming an extreme professional.

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AOPA's Accident Case Study – Everyone's Problem

Rogue aviators see themselves as being "above it all" and willfully violate statutes, placarded limitations, manufacturer's guidance, and sound risk management practices.
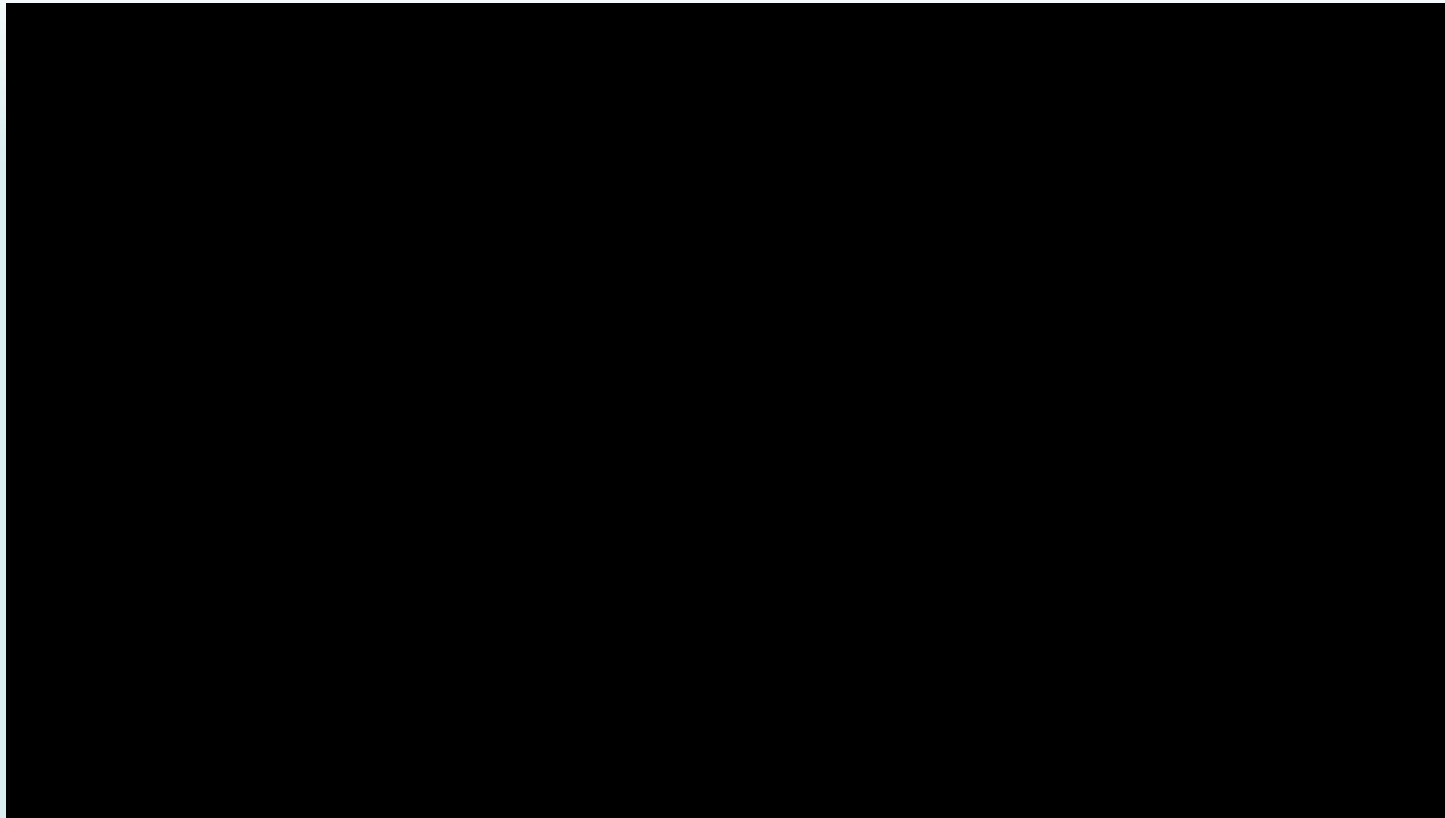
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Case Study

AOPA's Accident Case Study – Everyone's Problem

https://youtu.be/A6wJt9xCshI

AOPA's Accident Case Study – Everyone's Problem

Discussion:

This CFI clearly demonstrated a lack of professionalism. Referencing the CAP Aviators Code of Conduct identify responsibilities not met in the areas of:

a. General Responsibilities
b. Crew, Passengers, and People on the Surface

AOPA's Accident Case Study – Everyone's Problem

Discussion:

If a CAP pilot is aware that another pilot is not adhering to the Code, what is the nature of their professional obligation, to self, to their peers, to others, to the organization, and to the public?

Does it include a responsibility to:

- Challenge the individual?

- Report code violations to responsible persons in the organization?

- Follow-up to ensure that appropriate action has been taken?

- Pursue the issue further to ensure resolution if the problem is ignored?

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Next Steps

Next Steps:

- Read the Aircrew/Aviators Code of Conduct

- Read the Recommended Practices

- Strive to become a Level III Professional

- Set the example in your Squadron and encourage your fellow CAP members to follow the Code of Conduct

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How Not to Act

Time Permitting:

- Examples of how not to dress or act