

The Human Performance Challenge



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1 . Defining the Human Performance Challenge

- Do we all have the same understanding about this topic?
- Poll 1 – to help us all get on the same page

When you think about people and human performance, what comes to mind?



Defining the Human Performance Challenge

- Do we all have the same understanding about this topic?
- What do our panelists think?



The Safety Map

Purpose

Safety as the ability to create and maintain the capacity to enable effective operations
- as organisations, leaders/ managers and individuals.



Be Ready.

Defining and living by the values that create the trust needed to support positive safety conversations.

Mindset



Having enough competent people who are operationally ready and fit for duty.

People



Ensuring that aircraft are ready and that you have the right tools, equipment and infrastructure in place

Resources



Stay Safe

Compliance



Encouraging people to do things the right way by following the relevant rules, procedures and practices.

Risks



Knowing your risks and mitigating them effectively as part of a resilient management system.

Learning



Inspire organisations and teams to talk about safety and then having a positive approach to learning and solving problems.

Having enough competent staff who are operationally ready and fit for duty

- What do you think about this stage
- Poll 2 – check understanding

Does defining the Human Performance Challenge as "Having enough", "Competent." and "Operationally ready and fit for duty" help to improve and simplify the discussion.



2 . Discussing Solutions

- For our panellists: The challenge and what you are doing in your organisations

Enough

Competent

Operationally Ready and Fit for Duty

- Poll 3 – to help us all get on the same page

What is your biggest human performance challenge at the moment?



3. Summary

➤ *Questions from the Audience*

➤ *View of our panelists*



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4. What Next?

- For competency, we could work together to better understand the competency needs for non-Regulated staff, including leaders and managers.
- The "Physical Fitness" and "Mental Fitness" aspects of the human performance challenge lead to risks for people outside the operational part of an organisation to manage (HR/ IT etc) - how can we collaborate and support them in this task.
- The need to help better understand the role of "Fitness for Work" and not to just "Fatigue Management" - let's work together to define and help implementation. Perhaps we need a Safety Promotion Task Team like in EBT for Flight Crew competence.



Thanks for joining the conversation!



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