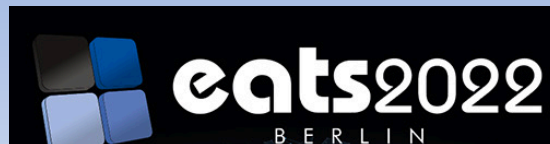


Aircrew Performance Coaching

Jason Davenhill



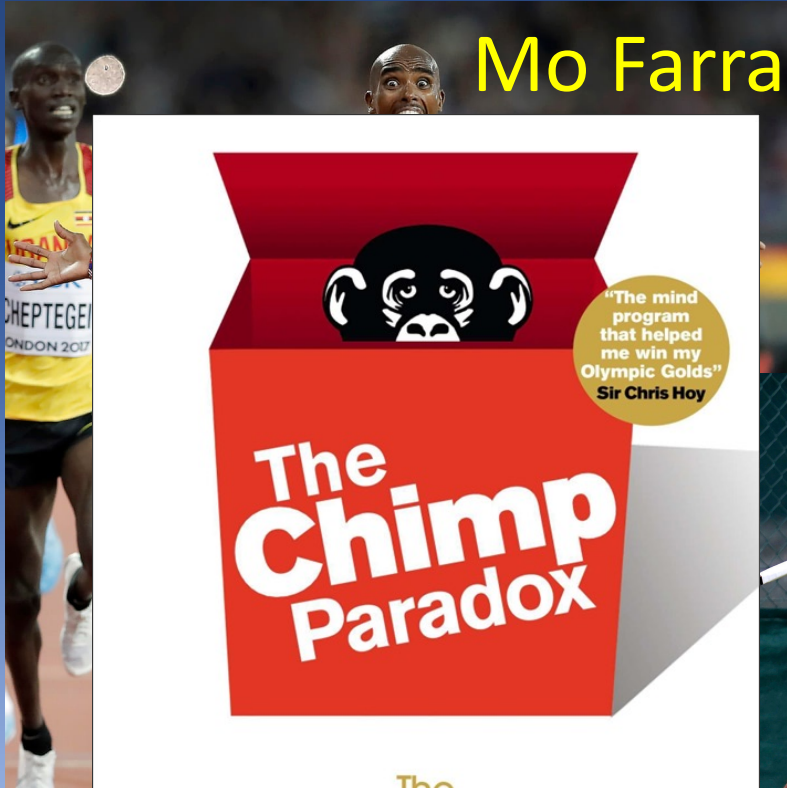


Sports Performance Coaching

Usain Bolt



Mo Farrah



Novak Djokovic



Ronny O'Sullivan



RAF Aircrew Performance Coaching



Top 10% single
seat Harrier

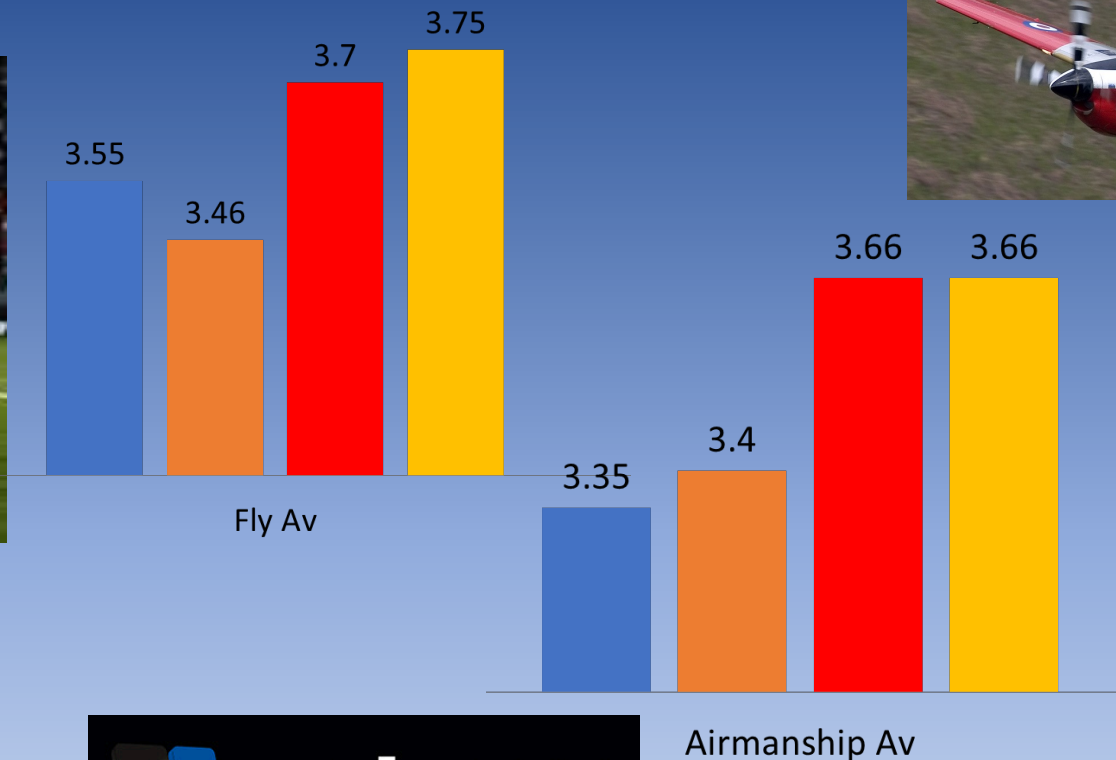


Rest: 2-seat
Tornado



Coaching trials at Linton-on-Ouse

‘SPORTS COACHING’ techniques applied to flying training – Imago Associates.



FUNDAMENTALS
OF AIRCREW
PERFORMANCE



ADRIAN
RYCROFT

Flying isn't as difficult as we make out...
Landing is quite tricky....



...but mostly we need to keep half blue
half green out of the front window

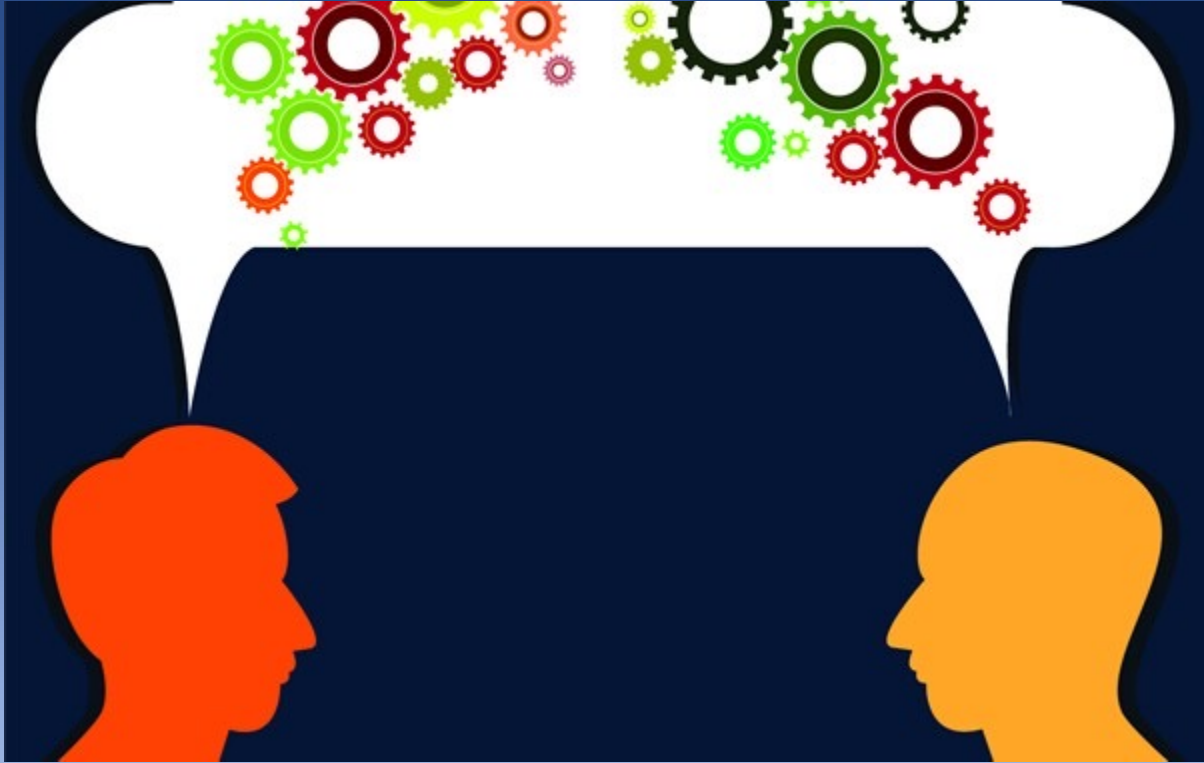


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Anxiety is a parasite. It will make you do what it needs you to do to feed it.



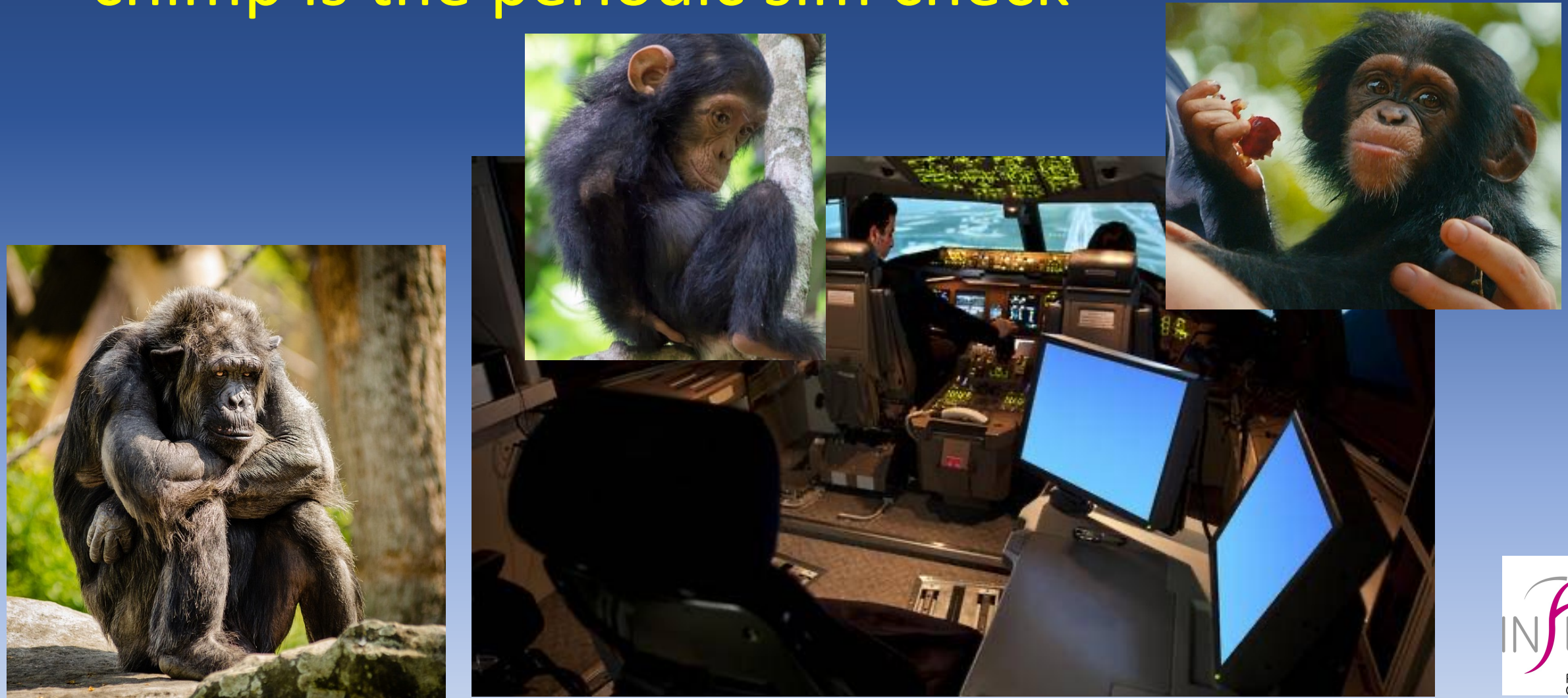
We make it difficult by thinking too much



For our inner chimp the
instructor is the biggest threat



One of the biggest threats to the inner chimp is the periodic sim check



Airline pilot tense about upcoming check ride

Imagery to 'practise' the ILS.
Identified ways that he had forgotten of how to prepare



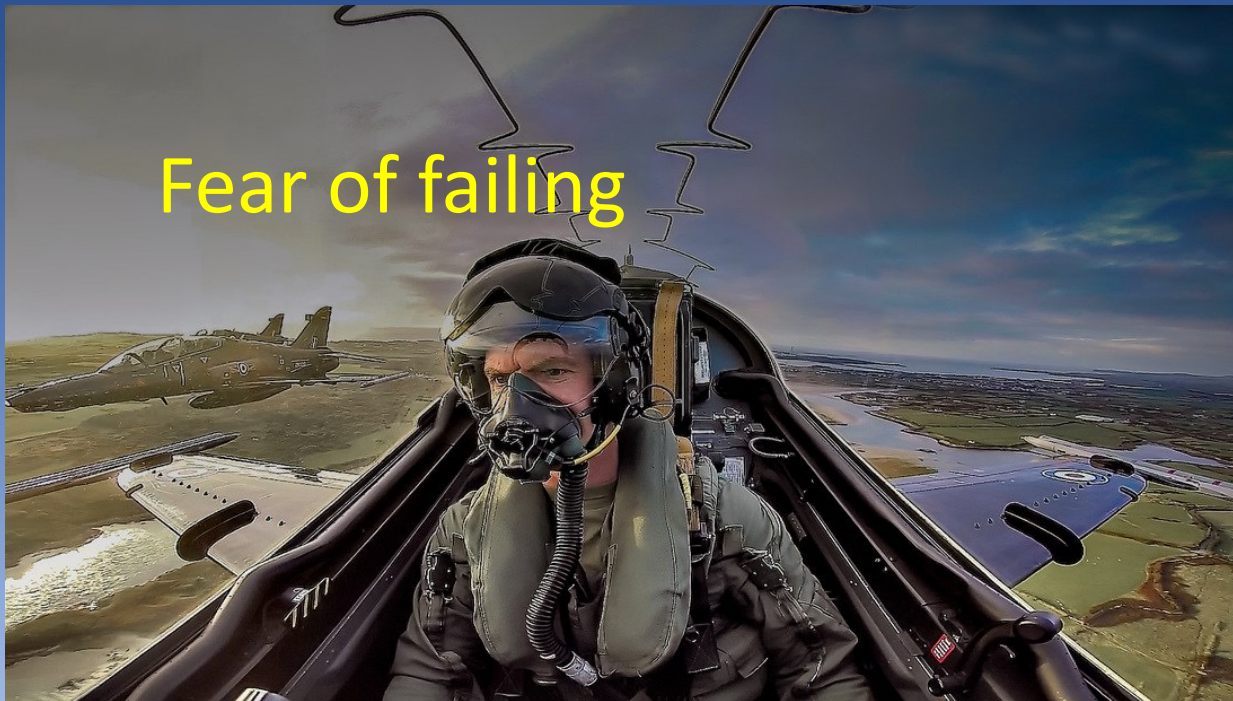
University student taught to 'land' by phone

Imagery 'by phone' to make landings less digital and 'feel' the aircraft onto the ground.



Pilots with phobias: NLP rewind to 'cure' the phobia

Flying Bell 412 hydraulics 'out'



Air traffic control student 'sucked in' to the radar screen

Tapped into his hobby as a boxer to help him 'step back' a bit and reassess.

Keen hillwalker reminded of looking down on the world

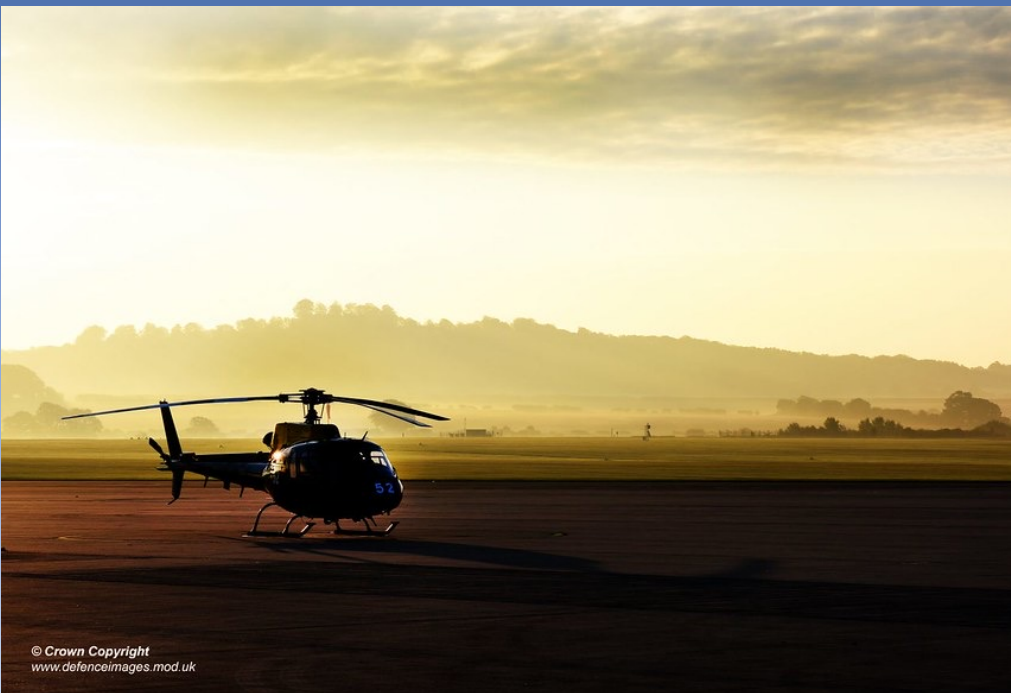


Credit: Debbie Johnson

Army air corps Squirrel student not knowing checks

Table magician, MBTI INFP

“...needed to buy himself some thinking time.”



Kuwaiti student helicopter instructor

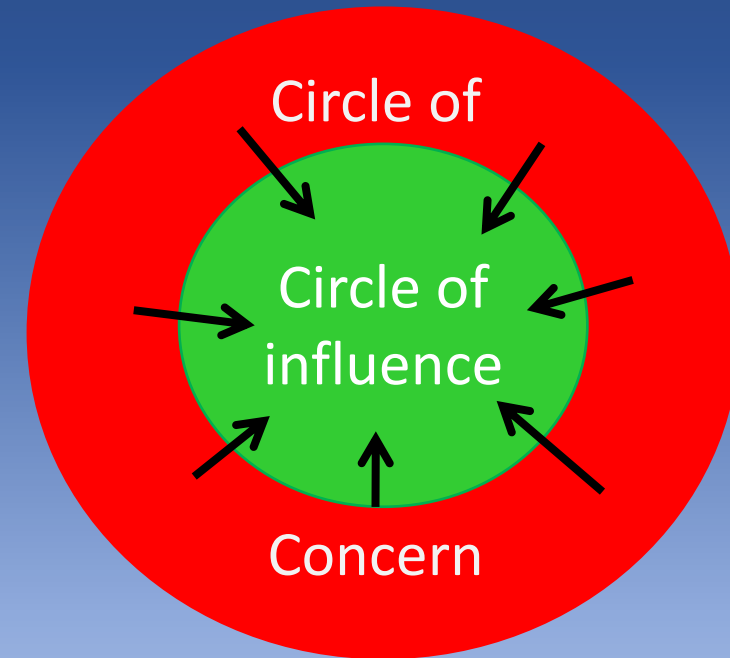
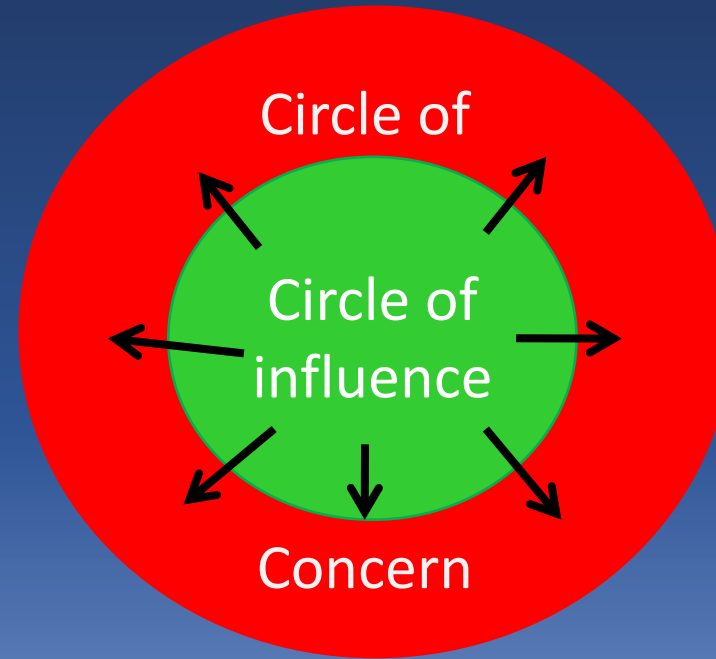
MBTI ENTJ – just like working with my best friend in the RAF

“...the conversations we had at RAF Shawbury are still between my heart and my head. You can't imagine how you fixed things in my career in just those four or five hours' conversations.”



Tools

- Imagery
- MBTI
- Circle of concern/circle of influence
- Various 'brain' models



Sleep

REM sleep is where the magic happens

Sleep Cycle

Awake
Low voltage
High frequency

Stage 1
Low voltage
Mixed frequency

Stage 2
Sleep spindles
& K complexes

Stage 3
Mostly slow waves

Stage 4
Slow waves

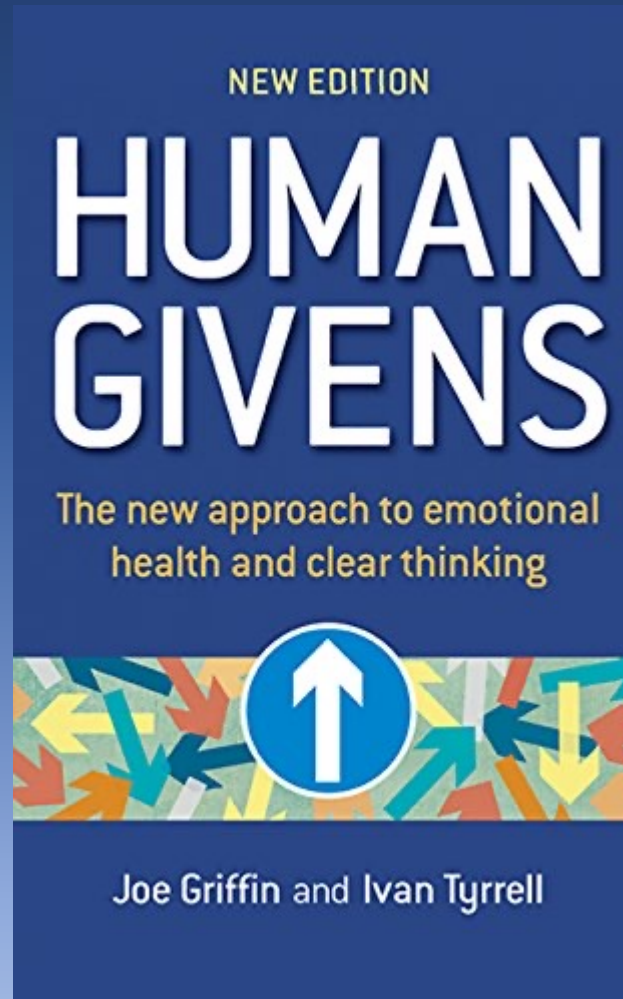
REM
Low voltage,
mixed frequency
+ rapid eye
movement &
muscle atonia

Time of Sleep

0 1 2 3 4 5 6 7 8

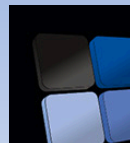
Human Givens

- Phobias
- PTSD
- Anxiety
- Relationships



Magic bullet?

- Not for everyone
- Some don't 'have it'
 - Imagination
 - Motivation
- Hard work
- Not a soft option



Regulation

- The RAF got 'wrapped around' regulation
- Coaching is an art
- Difficult to regulate
- Good coaches work with the client not the system



Supervision

- Coaching coaches
- Hugely valuable in developing coaches
- Normative: keeping them 'honest'
- Formative: teaching new skills and tools
- Restorative: rebuilding confidence



Aircrew performance coaching:
helping pilots understand and deal with their
unhelpful thought processes, rehearse and refocus
on what's important.

Questions?

One of the most powerful tools in aviation training.



Thank you for your attention



Jason Davenhill

Inflow Performance Ltd
www.inflowperformance.com

<https://www.linkedin.com/in/jason-davenhill/>



E: enquiries@inflowperformance.com

