



# FUTURE LEADER MENTORING Overview



## FUTURE LEADER MENTORING

# What is it?

Designed to help load a talent pipeline, this package will also aid people retention through a clear commitment to their professional development.

The mentoring will prepare future candidates for leadership positions and is available at 3 different levels:

Future Supervisor/Team Leader.  
Future Duty Manager.  
Future Department Manager

Competency based assessments are included throughout, future proofing against EASA NPA 2023-01 and ICAO Doc 10106.



## FUTURE LEADER MENTORING

# What's included?



**Duration:** 3 months.

**Contact:** Fortnightly 121 online sessions.

**Self-Study:** Guided learning, research and reflection throughout.

**Platform:** The whole process is managed through our online Learning Management System (LMS).

**Management oversight:** Line Managers will be added to the LMS in order to review progress.

**Assessment:** Competency based assessments are included throughout, future proofing against EASA NPA 2023-01 and ICAO Doc 10106.

# MODULES

## Covered - Future Supervisor



**What leadership is to me**



**Leadership styles**



**Time management**



**Challenging conversations**



**Organisational culture**



**Motivating a team**



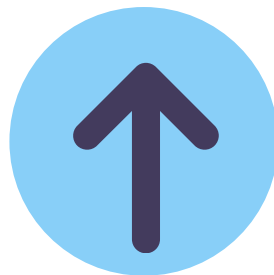
**Personal development planning**



**Shadowing a supervisor**

# MODULES

## Covered - Future Duty Manager



All topics from  
future supervisor  
plus...



Personal development  
planning to be a DM



Chairing meetings



Public speaking  
skills



Equality, diversity  
and inclusion



Coaching skills



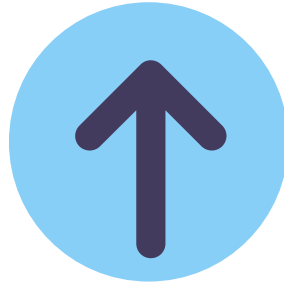
Change management

# MODULES

Covered - Future Department Manager



**Mission and culture**



**All topics from  
future duty  
manager plus...**



**Ethics and values**



**Finance**



**Influencing and  
negotiating**



**Project management**

# Meet **THE TEAM**



**Gemma Aiuto-Turner**

Chief Executive Officer

Gemma's aviation career began in 2001. After spending 4 years in the RAF, Gemma has spent time within General Operations, Private Jets, and Scheduled operators as a Duty Operations Manager before specialising in OCC training. 6 years ago; Gemma set up Crosby Aviation Training to support the Operations Control's continued professional development across the UK and European. Since then, Gemma has been awarded 'Trainer of the Year' and supported EASA with their training provision and many others.



**Rich Coopey**


Chief Operating Officer


Rich's aviation career began in 2004 when he joined the RAF aged 18. The next 12 years were spent in an operational environment, culminating in a re-branch to SNCO Fighter Controller. Since leaving, Rich has spent time with scheduled operators and over 5 years at a mixed non-schedule, part SPO and SAR operator, leaving his supervisor role in 2016. Rich is also a fully qualified Crew Resource Management Trainer (CRMT), with over 4 years experience delivering to a diverse range of roles.



# CONTACT US

## For Further Information

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