



## Center For Airmanship Excellence White Paper

### *Personal Airmanship Development Plan*

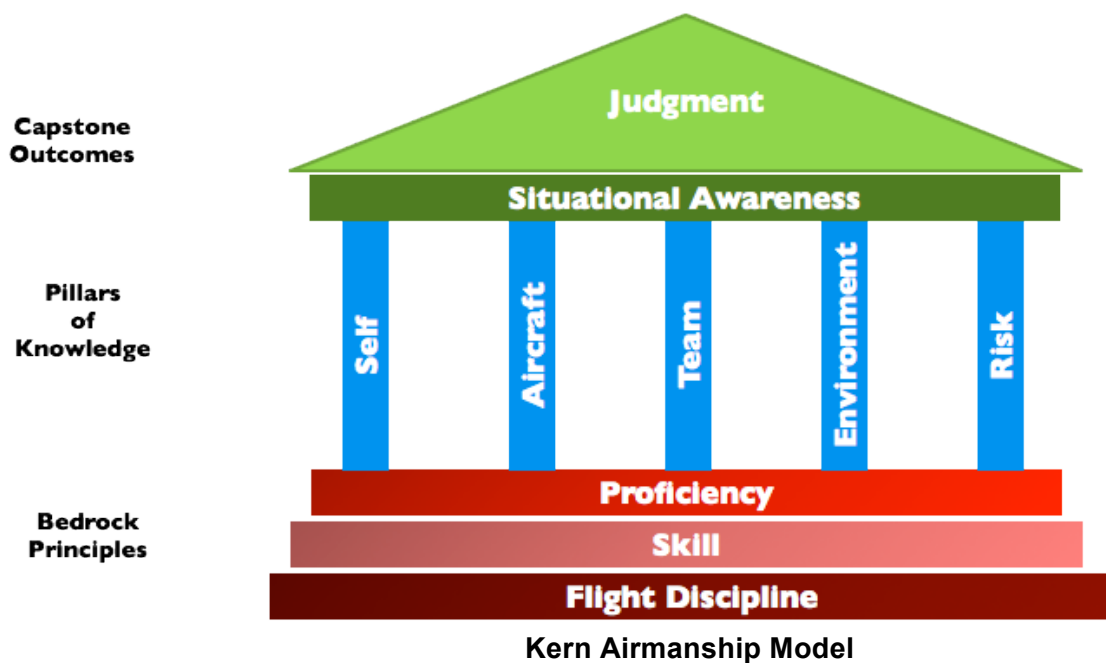


**INTRODUCTION** As a practitioner of Airmanship 2.0 will you create and maintain a Personal Airmanship Development Plan. Your Personal Airmanship Development Plan will include your formal airmanship training and training that you can do when you are flying without an instructor. For example, your Personal Airmanship Development Plan might include learning an additional capability of your computerized flight-guidance system that you didn't have to learn to achieve a basic-qualification level. Your plan might include the requirement that on the next five flights that you take, you will practice the use of this additional capability. Of course, the plan will also include some directed self-study and some time in a simulator where you can practice the use of this additional capability before you try it in the airplane.”

It is a requirement of continued membership in an Airmanship Development Support Organization (ADSO) to maintain an up-to-date and active Personal Airmanship Development Plan. The plan is required for membership because the effective pursuit of airmanship excellence requires it. We know that it is virtually impossible to continuously improve your airmanship without one. And every member of an ADSO is committed to the pursuit of airmanship excellence. The many benefits of this pursuit accrue to members individually and to the ADSO as a whole.”

Personal Airmanship Development Plans are living documents and they can be updated at any time based on the needs or desires of the airman following the plan. The plan is always focused on specific airmanship goals like maintaining the airmanship knowledge and skills needed to sustain an airman’s qualifications, or on expanding an airman’s airmanship knowledge and skills in particular areas of airmanship. Personal Airmanship Development Plans are based on a twelve-month planning period.

**KERN AIRMANSHIP MODEL** Personal Airmanship Development Plans are created within the framework of the Kern Airmanship Model. The elements of this model provide specific guidance in constructing your Personal Airmanship Development Plan.



**THE PROCESS** Your Personal Airmanship Development Plan is created through the use of an eight-step process. A Mentor Pilot facilitates the process. It may be used throughout the year to update your Personal Airmanship Development Plan.



The process begins with an assessment of your current airmanship level. A Mentor Pilot makes this assessment by meeting and flying with you. You and your Mentor Pilot use airmanship-assessment tools provided by the Center For Airmanship Excellence to objectively measure your current airmanship knowledge and skills.



After assessing your current level of airmanship, you, with the help of your Mentor Pilot, will set realistic airmanship goals for the next twelve months. These specific goals encompass airmanship-knowledge, airmanship-skills and airmanship experience goals.



Once the specific airmanship goals have been identified, you and your Mentor Pilot will determine the airmanship training that will be required to achieve the stated airmanship goals. The training will probably include directed self-study, formal classroom training, simulator training, flight training and directed practice in a simulator and airplane.



The next step in the Personal Airmanship Develop Plan planning process is to define and locate the resources you will need to work your plan. These resources typically include directed-self-study materials, a simulator, an aircraft and a flight instructor. And they might include enrollment in a formal training course.



Next, you and your Mentor Pilot will define specific objectives to be met as the Personal Airmanship Develop Plan is worked during the twelve-month period. For example, two objectives that may be identified for the six-month point in the plan could be the passing of a instrument-proficiency check and demonstrated precision in short-field landings that exceeds that required by the qualification standards for the type of flying you are doing.”



Then, the airman and Mentor Pilot plan the instruction and training that is required to reach the specific objectives that were defined in the previous step. At this point, they will actually schedule the instruction and training at the appropriate points in the plan. This is a very important step. We’ve found that by actually laying out a schedule, the airman is much more likely to stay on his or her plan.



You will then work your Personal Airmanship Develop Plan. While your doing that, you will challenge yourself and find your limits and improve your airmanship knowledge and skills. You will also keep an Airmanship Journal that contains your airmanship-related questions and thoughts. Your Mentor Pilot will be available throughout the year to help you stay on track and to recommend any changes in the plan that he thinks are necessary.



At the end of the twelve-month period, your Mentor Pilot will once again evaluate your airmanship level. You and your Mentor Pilot then cast this assessment against the stated airmanship goals in the plan and determine whether they were met, exceeded or not achieved. The Mentor Pilot and you will then put together another twelve-month Personal Airmanship Develop Plan that will redress any shortfalls and establish new airmanship-development goals for the next year.

**CONCLUSION** If you practice Airmanship 2.0, your Personal Airmanship Development plan will keep you on track to the continuous improvement of your airmanship skills and knowledge.