

Facilitation Skills For Training Pilots

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Facilitate:

To make something easier

Facilitation:

A process by which a trainer operates to help the pilot analyse issues, learn from experience and draw conclusions

What the experts say...

Adults learn more actively participating in discussion than passively listening

Denny 1916

Learning is greatest when students are involved in high order thinking (analysis and evaluation).

Rogers 1969

Self-learning requires pilots to process information more deeply than listening passively.... This allows elaboration of memory that enables better retrieval when information is needed under pressure

Smith 1994 / Baddely 1990

Self criticism and self evaluation are primary and evaluation by others is secondary

Rogers 1969

How to do it tips...

- Set the Scene
- Questions
 - Easy first question / building questions
- Encourage
- Use the pilot's agenda
- Make sure the pilot is doing the thinking
- Reinforce positive behaviour
- Summarise learning

Opening Questions:

“What have you learnt today...?”

“What parts of the flight would you like to discuss...?”

“What did you think went well...?”

Building Questions:

“Why did that happen...?”

“Tell me more about that...”

“How else could you have done it...?”

“What could you do differently next time...?”

- Give an introduction
- Avoid chronological debrief
- Ask two open questions per issue
- Get the pilot to think
- Summarise

