

Build a Strong Leadership Pipeline & Enhance Talent Retention

Prepare high-potential candidates for leadership positions within your organisation while demonstrating a clear commitment to their long-term professional development. Mapped against EASA NPA 2023-01 and ICAO Doc 10106 competency standards, this 3-month mentoring package delivers tailored career progression across three distinct leadership tiers.

Core Curriculum Breakdown

Level 1: Future Supervisor / Team Leader

- **Foundations of Leadership:** Define leadership principles, identify individual leadership styles, and apply effective workload and time management strategies.
- **People & Team Dynamics:** Master challenging conversations, motivate shift teams, align with organisational culture, create personal development plans, and complete practical supervisor shadowing.

Level 2: Future Duty Manager

- **Advanced Management Skills:** Master all Supervisor topics plus chairing operational meetings, public speaking, coaching techniques, and driving change management.
- **Governance & Career Growth:** Implement equality, diversity, and inclusion (EDI) frameworks and construct targeted personal development plans for Duty Manager roles.

Level 3: Future Department Manager

- **Strategic Leadership:** Master all Duty Manager topics plus strategic mission and culture alignment, organisational ethics, and core values.
- **Executive Capabilities:** Apply high-level influencing and negotiating strategies, department financial management, and end-to-end project management.

What You Will Gain?

- **Competency-Based Assessments:** Future-proofed evaluation framework aligned directly with EASA NPA 2023-01 and ICAO Doc 10106 standards.
- **Flexible LMS Access:** 3 months of guided learning, research, and self-reflection, fully managed via our online Learning Management System (LMS).
- **Targeted Progression:** Tiered learning paths designed specifically for Supervisors, Duty Managers, or Department Managers.

Who Should Enrol?

- Aspiring Supervisors & Team Leaders: High-performing operational staff ready to step into frontline team leadership roles.
- Current Supervisors & Rising Managers: Mid-level personnel targeted for promotion to Duty Manager or Department Manager positions.
- Line Managers & Organisations: Companies looking to build their internal talent pipeline, boost retention, and track employee development through direct LMS oversight.

Frequently Asked Questions

Q: How is the 3-month programme delivered?

A: Delivery features fortnightly 1-to-1 online sessions combined with guided self-study, research, and reflection activities managed via our Learning Management System (LMS).

Q: How do line managers track a candidate's progress?

A: Line Managers are added directly to the LMS platform, allowing them to monitor participant milestones, feedback, and competency assessment results.

Q: Can a candidate enrol at any leadership tier?

A: Yes. The program is structured into three clear levels (Future Supervisor, Future Duty Manager, or Future Department Manager) to suit the candidate's current experience and targeted career progression.

For more information, please get in touch with aviation@crosbyaviation.co.uk.

