

Future of Flight Standards – Update

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Federal Aviation
Administration



History of Change

Consistency and Standardization ARC

FFS Executive Team – (developed functional model)

FFS Work Group (validated a need for change)

- 110+ around Cultural Changes
- 60+ around Organizational Changes

FFS Implementation Team – (proposed structural model)

- Enable a small group of leaders to manage AFS
- Increase the **functional focus** for each leader
- Reduce functional duplication and overlap
- Move from Regional Model to Functional Model
- No Geographic Boundaries
- Employ and model **interdependence** and **critical thinking**
- Align standards and assurance
- Improve **consistency**
- Address 60+ improvement areas identified



Awareness: What Does AFS Need to Do Better?

We need to position Flight Standards – *culturally and structurally* – for:

Accountability to Flying Public, Stakeholders

- Meet the needs of a constantly & rapidly changing industry
- Fix/prevent issues (real and perceived) with consistency and standardization in regulatory interpretation

Budget Constraints

- Balance allocation of resources
- Increase efficient use of personnel and travel funds
- Reduce redundancy in regions

Change Readiness to Meet Constant Stream of New Challenges

- Operational efficiency & effectiveness
- Organizational agility
- Consistent service and performance

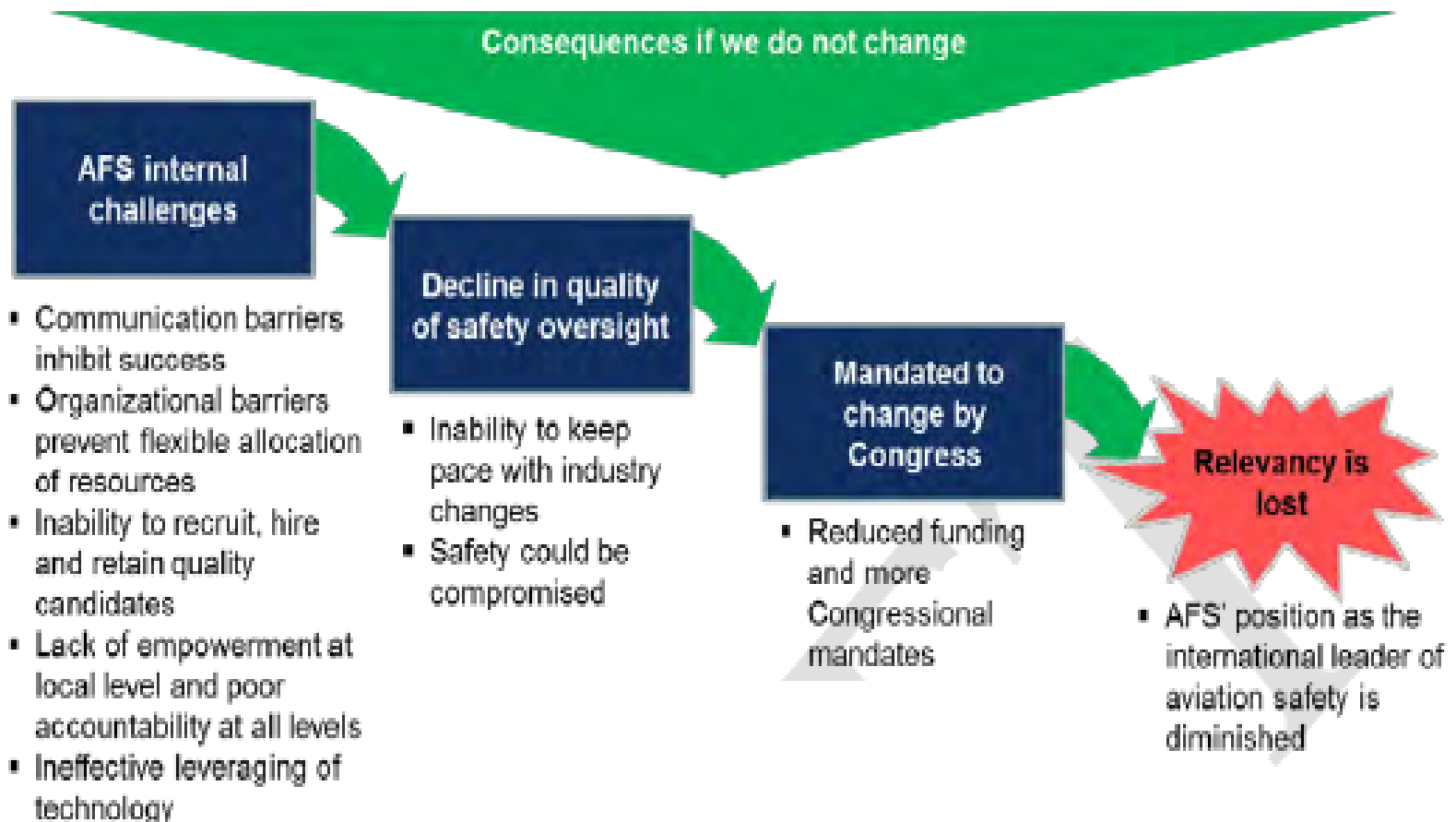
Decision-Making – e.g., Risk-Based Decision-Making Strategic Initiative

- Culture must be ready to understand and implement all aspects of risk-based decision-making, including Compliance Philosophy



Awareness: What Does AFS Need to Do Better?

"Provide the safest, most efficient aerospace system in the world"



Future of Flight Standards

FFS = Organizational Change in Two Key Areas

Cultural Change

Develop individual competencies in:

- Interdependence, Critical Thinking - Consistency
- Mindset / Skillset / Toolset

+

Develop enterprise competencies in:

- Leadership Development
- Change Management
- Coach Approach
- Mutual Learning

+

Management Change

Streamline AFS structure to:

- Enable a small group of leaders to manage AFS
- Increase functional focus for each leader
- Reduce functional duplication/overlap
- Align standards and implementation

Individual
Change

Enterprise
Change

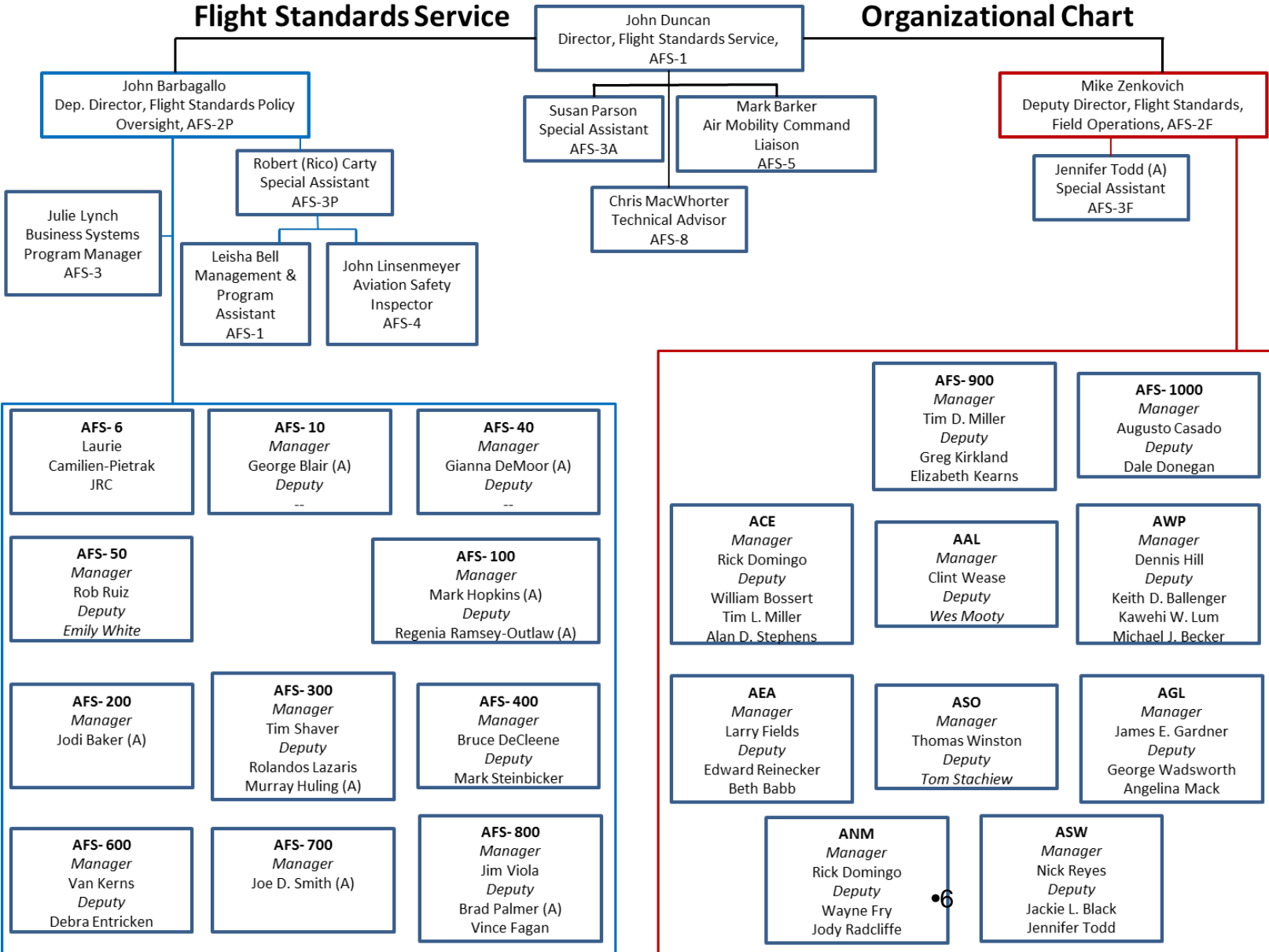
Structural
Change

Result = Organizational Health:

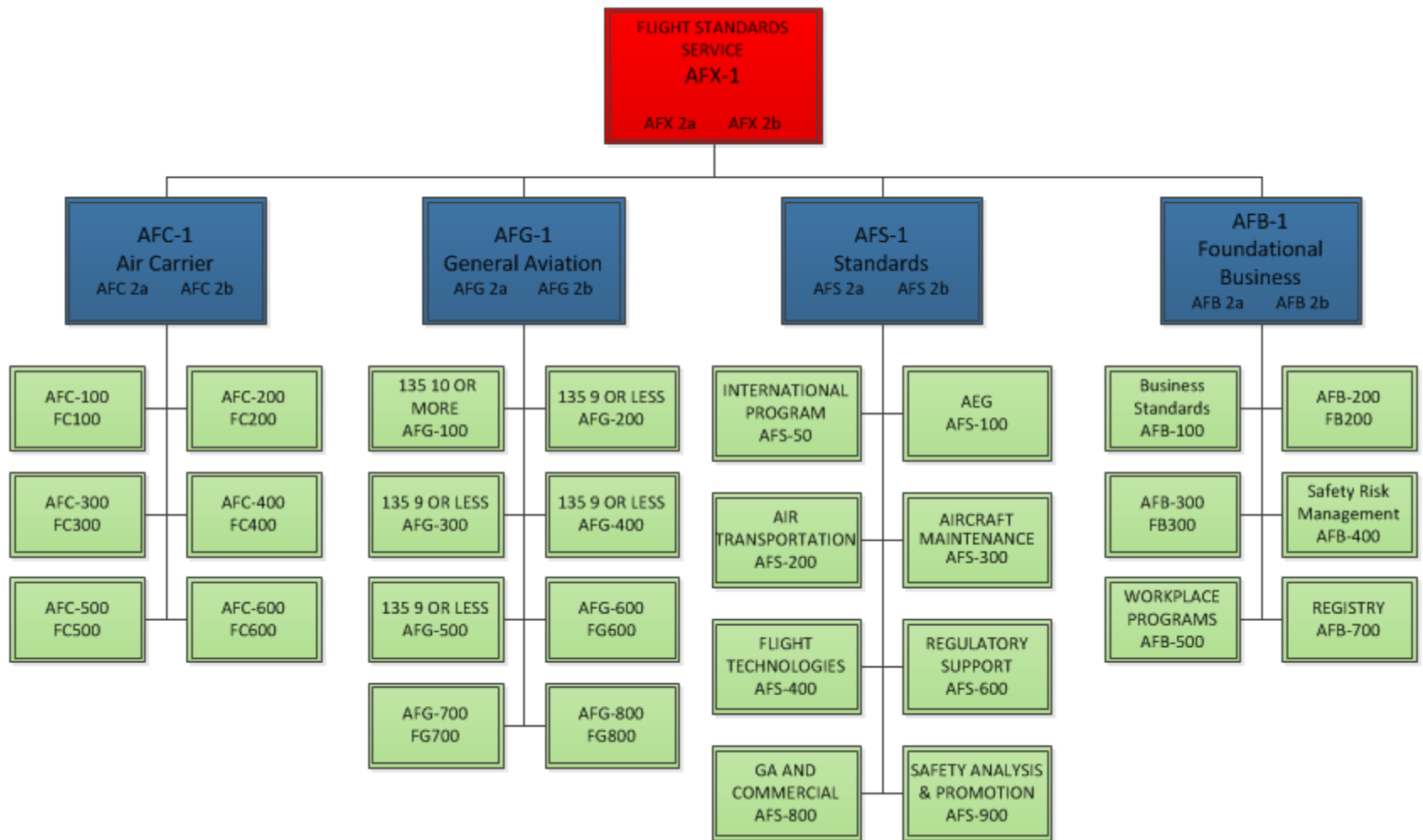
Agility, Efficiency, Consistency to meet challenges of:

Accountability, Budget, Change-Readiness, Decision-Making (e.g., compliance)

Case for Change: Current Organizational Model



Flight Standards Service Proposed Structure



Questions?

