



INTRODUCTORY THEMES

Adult Learning Process application to developing Safety Outcomes

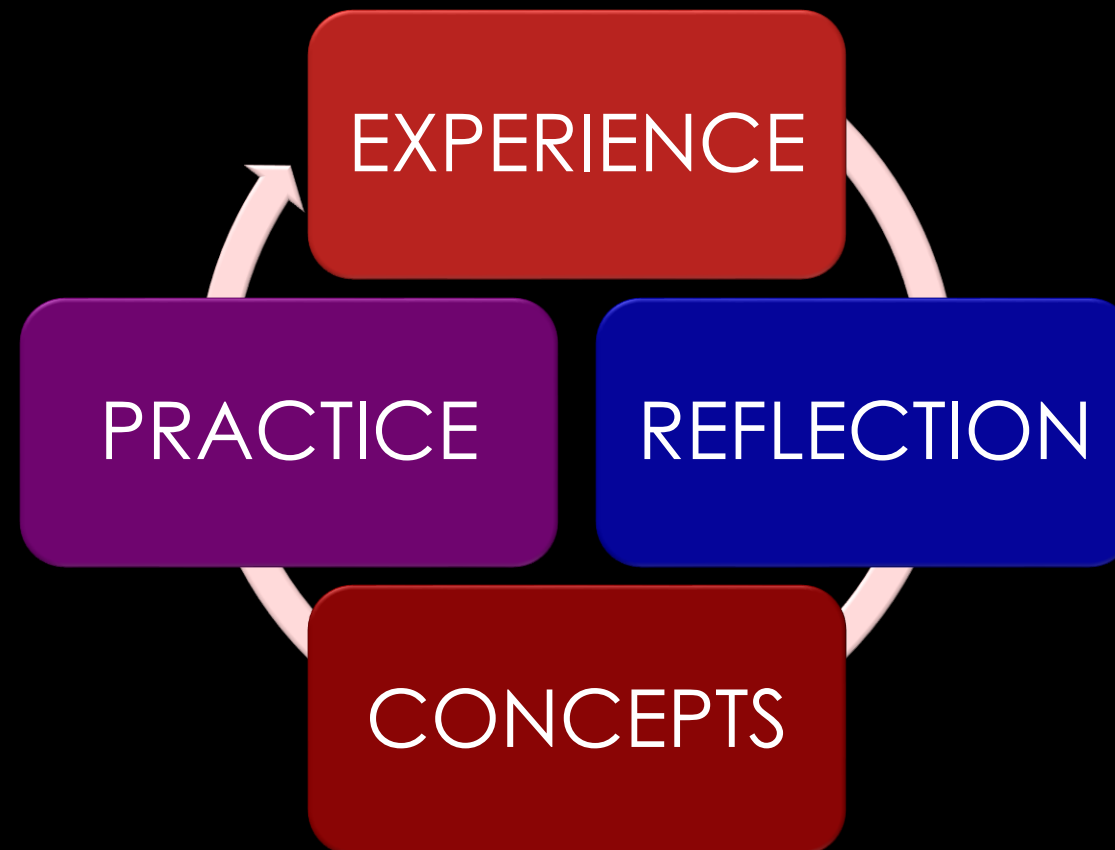
WHAT VALUE FROM TODAY?

- Your *participation* will improve *value* of today's safety seminar
- If you take home:
 - One individual issue for attention
 - One club issue for attention
 - One issue for greater emphasis in training and development of new pilotsthen the investment of time and effort will be worthwhile
- We do many things well – yet we can improve, we can do some things differently
- Adult learning from others' experiences

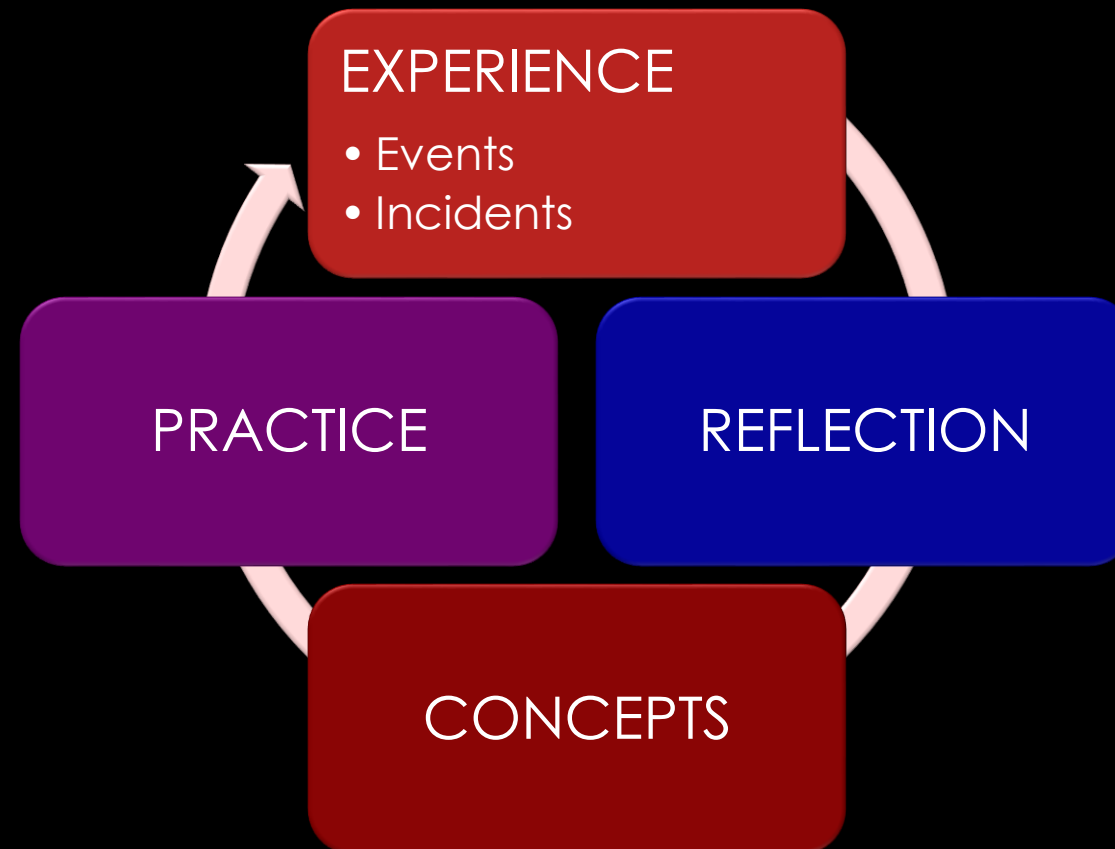
ADULT LEARNING – EXPERIENTIAL LEARNING CYCLE (ROBERT KOLB)

- We older pilots do not learn like kids and young folk
- Strong reliance on learning by Experience...
...but some of us are doomed to repeat mistakes of the past!
- How do we cement learning from Experience?
- Australian Institute of Sport, Professional Educators and Trainers use Experiential Learning Cycle (such as Kolb Model)
- Highly applicable to flying and gliding!

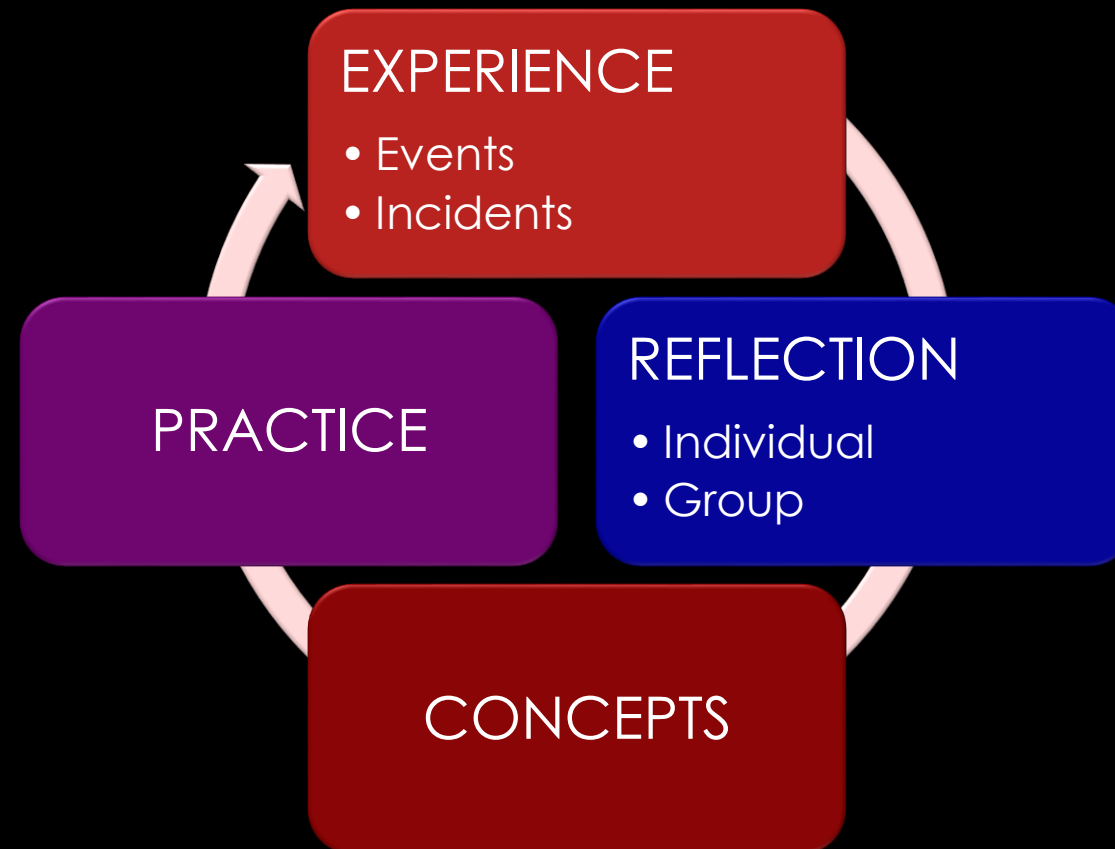
ADULT LEARNING CYCLE – KOLB



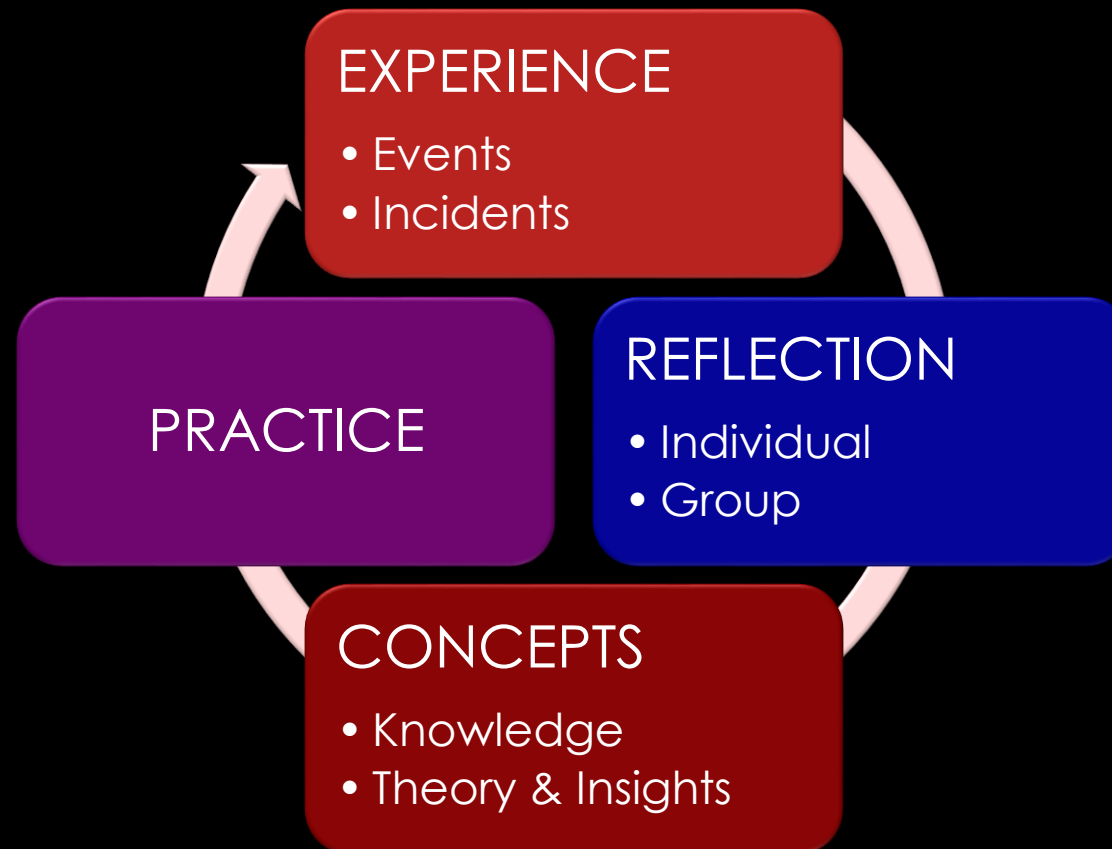
ADULT LEARNING CYCLE – KOLB



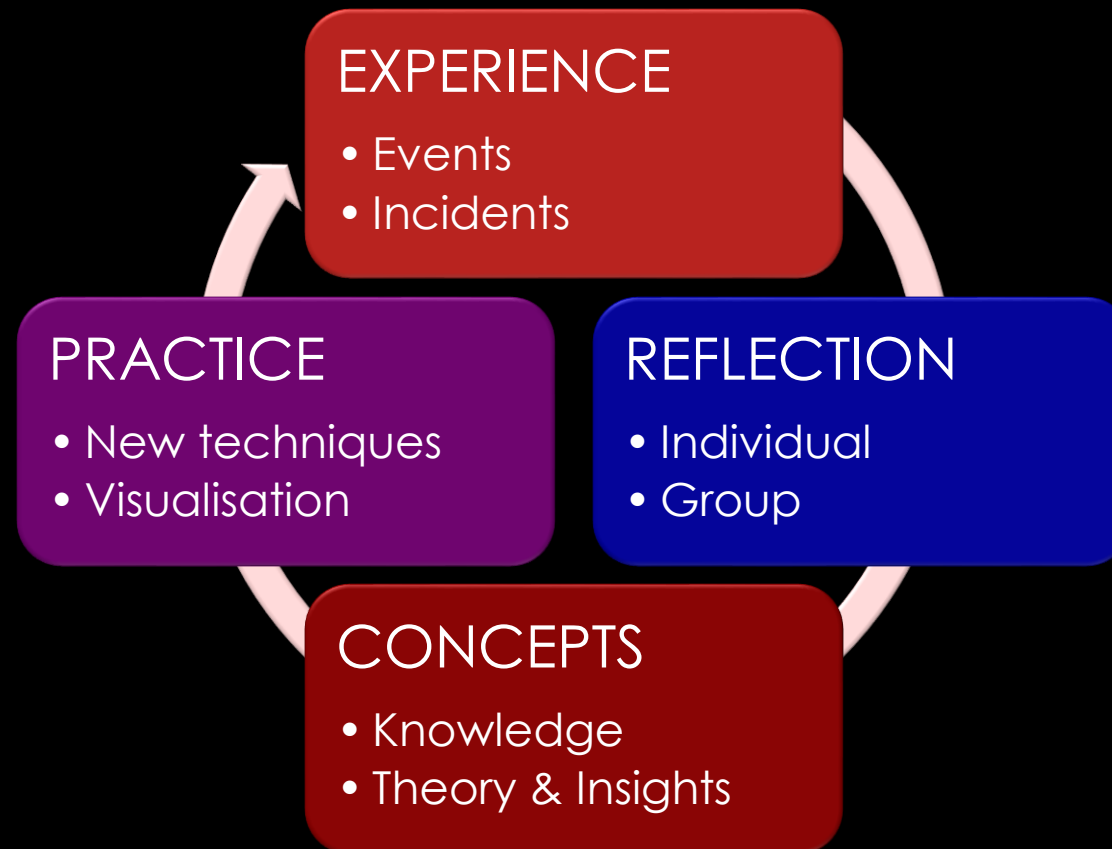
ADULT LEARNING CYCLE – KOLB



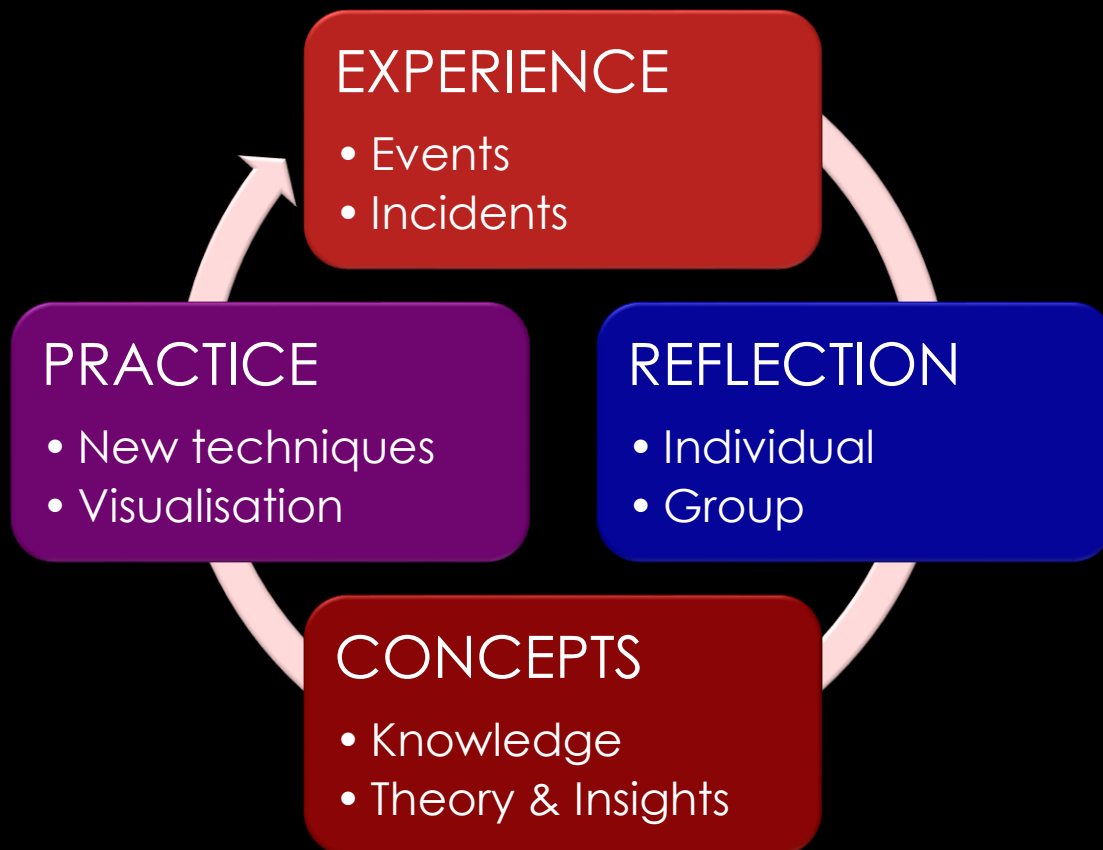
ADULT LEARNING CYCLE – KOLB



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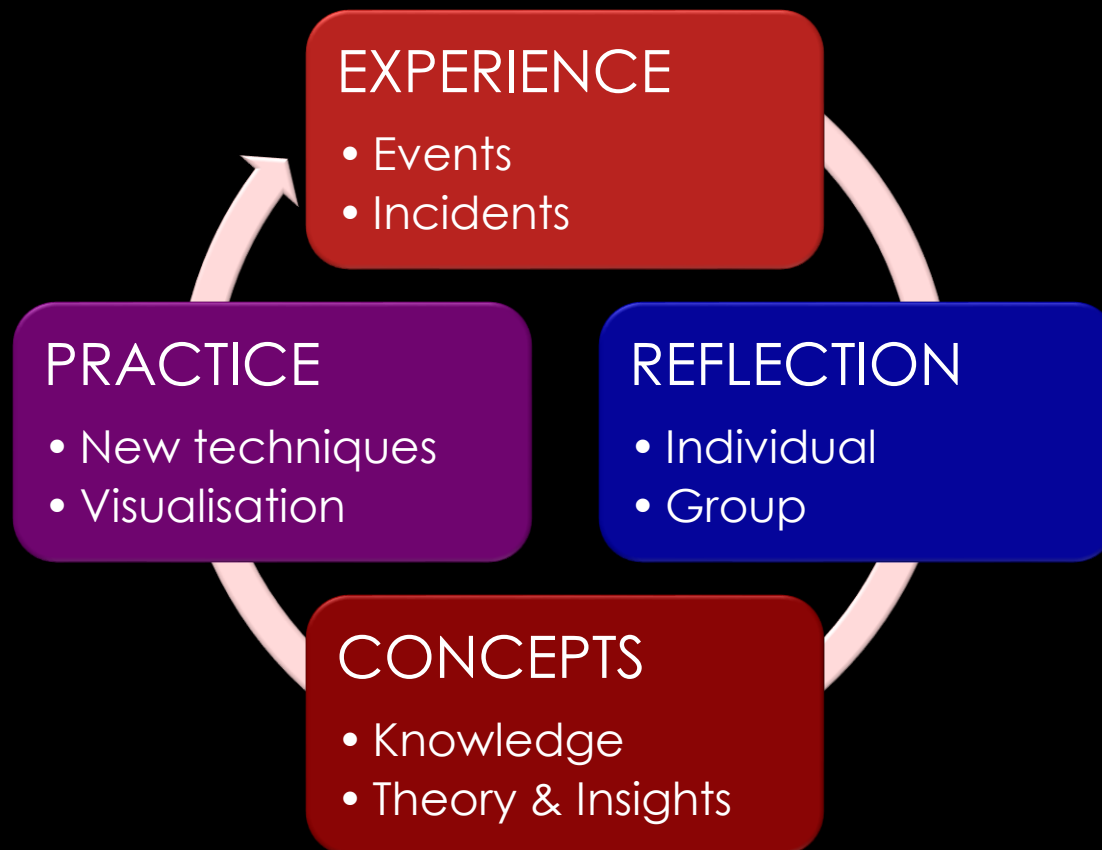
ADULT LEARNING CYCLE – KOLB



EXPERIENCE WITHOUT REFLECTION?

- Errors repeated
- Continued risk exposure
- Lack of performance improvement
- Frustration

ADULT LEARNING CYCLE – KOLB



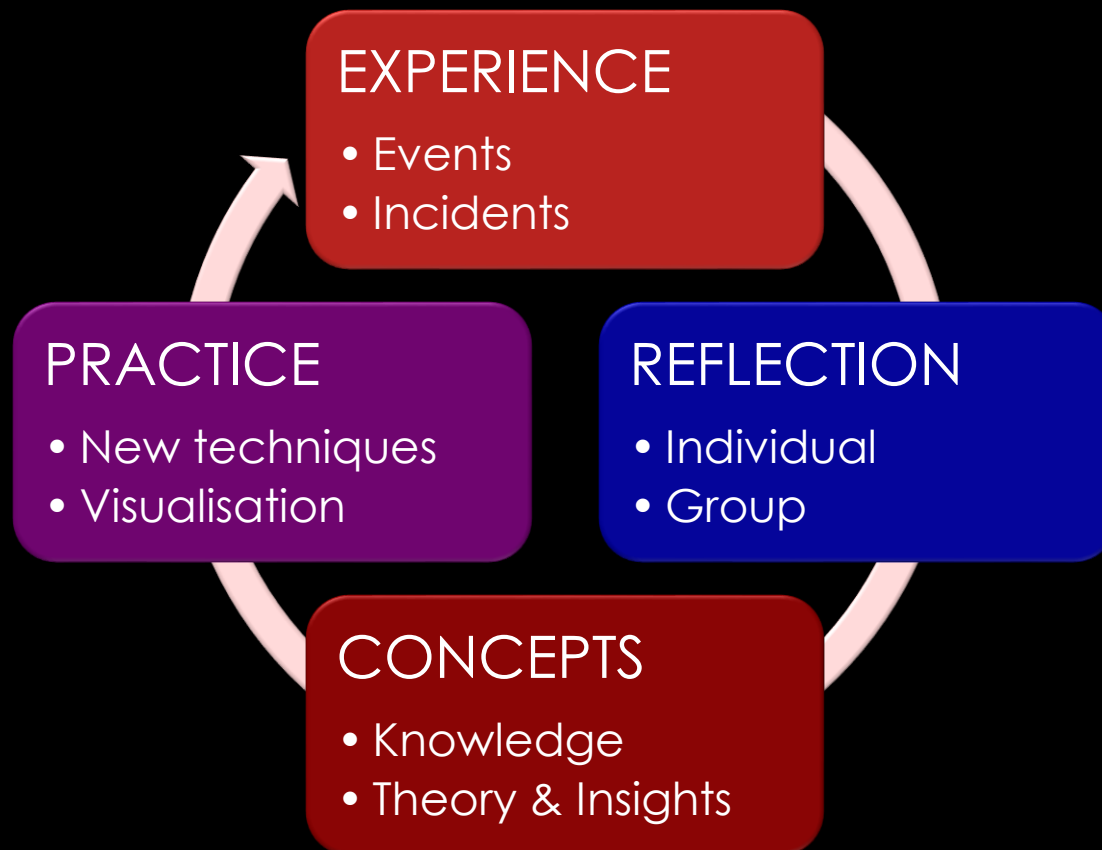
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SO – INSTRUCTORS and COACHES can

- Guide reflection
- Allow discovery of concepts,
- Cement understanding of theory
- Guide visualisation
- Guide application of new techniques
- Improve performance

ADULT LEARNING CYCLE – KOLB



EXPERIENCE WITH GUIDED REFLECTION?

- Errors understood
- Collective wisdom applied better
- Corrective concepts understood
- Real performance improvement
- Satisfaction

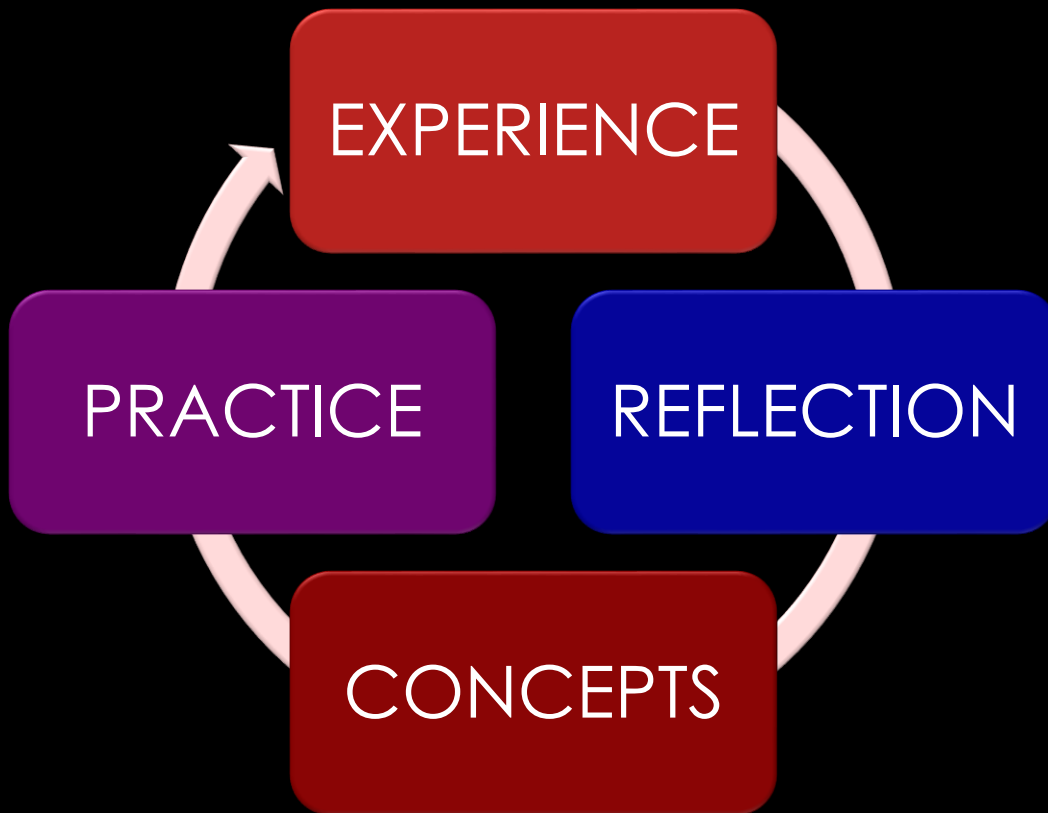
VISUALISATION

- High value cementing of concepts
- Scenario analysis to prepare
- Success visualised is more likely to be achieved

THIS SAFETY SEMINAR...

- Is an Adult Learning Process
- We **Reflect** on (unfortunate) experiences of fellow pilots
- Opportunity for **Individual** and **Club/Group Reflection & Insights**
- Analyse **Concepts** underpinning risk reduction, safety improvement
- Analyse alternative **Techniques** to be trained and put into **Practice**
- **Visualise** scenarios driving both failures and successes
- Analyse improvements for better, safer soaring **Experiences**

SUMMARY



This Safety Seminar is an Adult Learning opportunity –

- to harvest lessons from Occurrences
- to harvest the Wisdom of the group
- to Reflect on others Experiences
- to Reflect upon Human Factors and Organisational issues
- to cement Concepts for better safer operations and club management
- To Practice and Visualise better individual and club techniques
- To achieve better Safety outcomes