Supporting European Aviation

EUROCONTROL

Advancing Gender Equality in Aviation

Mentoring

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EUROCONTROL, MUAC

EUROCONTROL

41 Member States + 2 Comprehensive Agreement States

EUROCONTROL OFFICE LOCATIONS

BELGIUM
Brussels (HQ, Network Manager & CRCO)

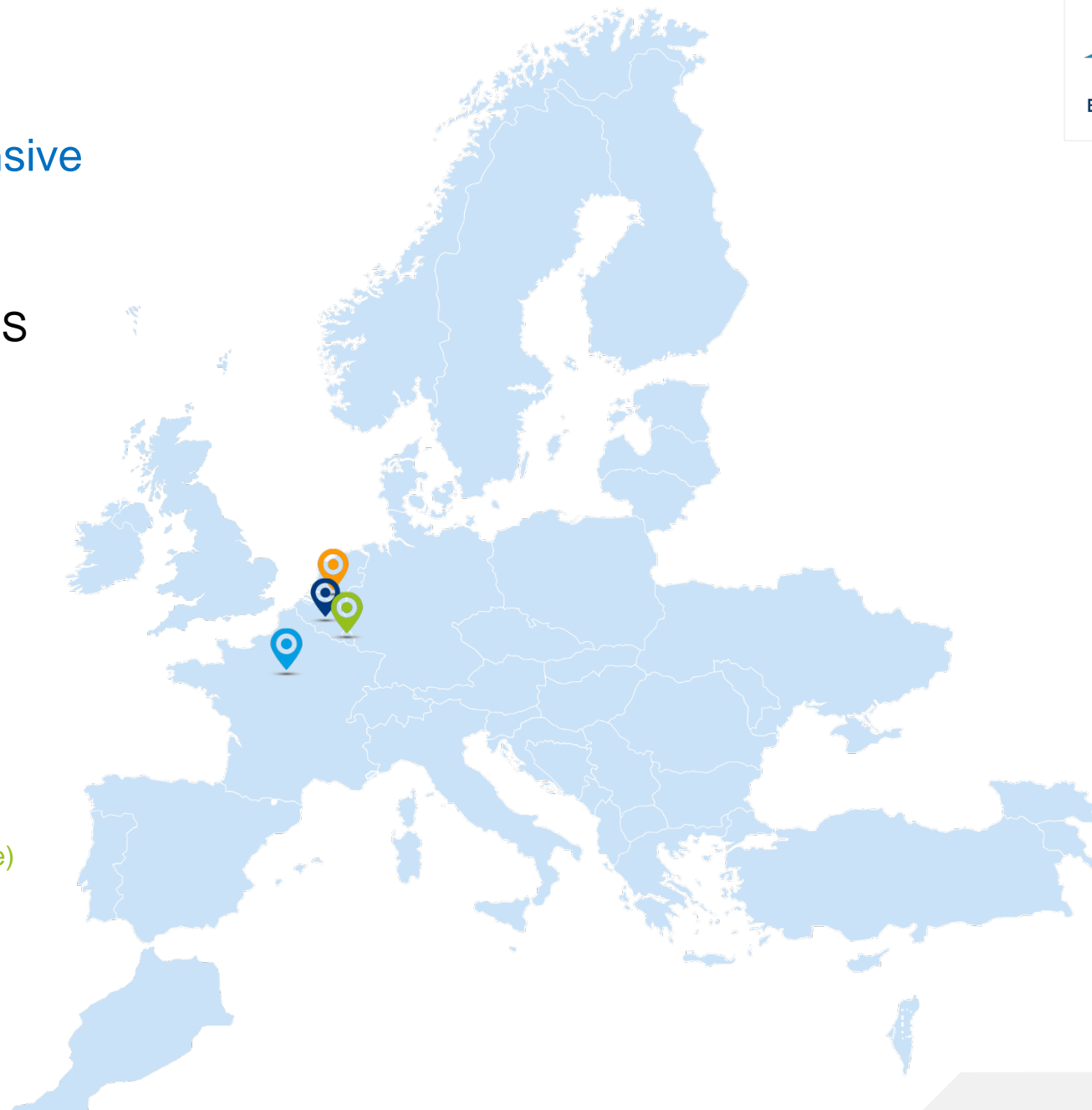**NETHERLANDS**
Maastricht (Maastricht UAC)

FRANCE
Brétigny-sur-Orge (Innovation Hub)

LUXEMBOURG
Luxembourg (ECTL Aviation Learning Centre) Institute)

"The designations employed and the presentation of the material on maps in this presentation do not imply the expression of any opinion whatsoever on the part of EUROCONTROL concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries."

THE EUROPEAN AIR TRAFFIC MANAGEMENT SYSTEM

11.5
Geographic area
(million km2)

37
Number of
civil ANSPs

17,794
Number of
air traffic controllers

55,130
Total staff

15.3
Flight hours
controlled (million)

68
Number of en-route
facilities

280
Number of terminal
facilities/approach control

525
Airports with (normally) >10
flights a day

Pre-pandemic figures

RAISING THE BAR:
Building EUROCONTROL 2030

Technology, innovation, international engagement and people are the key drivers that will allow us to achieve our goals and keep delivering tangible added value to the aviation community.

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ICAO – EUROCONTROL Cooperation on D&I

Announcement of ICAO EUROCONTROL collaboration during the Global Aviation Gender Summit, 8th July, 2023, Madrid

Type of program	White		Black		Hispanic		Asian	
	♂	♀	♂	♀	♂	♀	♂	♀
Voluntary training			+13.3		+9.1		+9.3	+12.6
Self-managed teams	-2.8	+5.6	+3.4	+3.9				+3.6
Cross-training	-1.4	+3.0	+2.7	+3.0	-3.9		+6.5	+4.1
College recruitment: woman*	-2.0	+10.2	+7.9	+8.7		+10.0	+18.3	+8.6
College recruitment: minorities*			+7.7	+8.9				
Mentoring				+18.0	+9.1	+23.7	+18.0	+24.0
Diversity task force	-3.3	+11.6	+8.7	+22.7	+12.0	+16.2	+30.2	+24.2
Diversity manager		+7.5	+17.0	+11.1		+18.2	+10.9	+13.6

Source- HBO.org

Benefits for the mentor, for the mentee and or for the organisation- each 30min sessions

MENTEE

- Personal development
- Identify and achieve career goals
- Identify and correct gaps in generic skills and knowledge
- Increased confidence
- Developing and maintaining a broader perspective on career options and opportunities
- Having access to a senior role model
- Antidote To Procrastination And Anxiety
- Improved feedback skills
- Improved listening skills

MENTOR

- Improve Communication and Personal Skills
- Reinforce My Own Knowledge On Subjects And Provides A Different Perspective
- Promotes Self-Reflection
- Boost Confidence And Motivation
- Advocate For Others
- Opportunity To Volunteer
- Expand Your Network
- Personal Growth and A Sense of Fulfilment
- Improved feedback skills
- Improved listening skills

ORGANIZATION

- Creates a learning culture
- Increased coaching skills
- Increased feedback skills
- Reduces cost of learning
- Decreases stress and anxiety
- Increases job satisfaction
- Increased culture of inclusion
- Culture of feedback
- Culture of psychological safety

PHASES OF MENTORING PROGRAM

DESIGN YOUR PROGRAM — Audience, Goals, Format

ATTRACT PARTICIPANTS — Recruitment, Training

CONNECT MENTORS & MENTEES — User profiles, Matching

GUIDE MENTORING — Workflows, Help resources, Check points

MEASURE SUCCESS — Program ROI, Learning Impact

MENTORING PROGRAMS WITH IMPACT

VARIATION OF MENTORING PROGRAMS

- "1:1" 1 mentee and 1 mentor

- "1:2" 1 mentee with 2 mentors

- Developmental and career mentoring

- Situational (spot) mentoring

- "Peer mentoring" a small number of mentees working mostly by themselves with a professional mentor

- Reverse mentoring
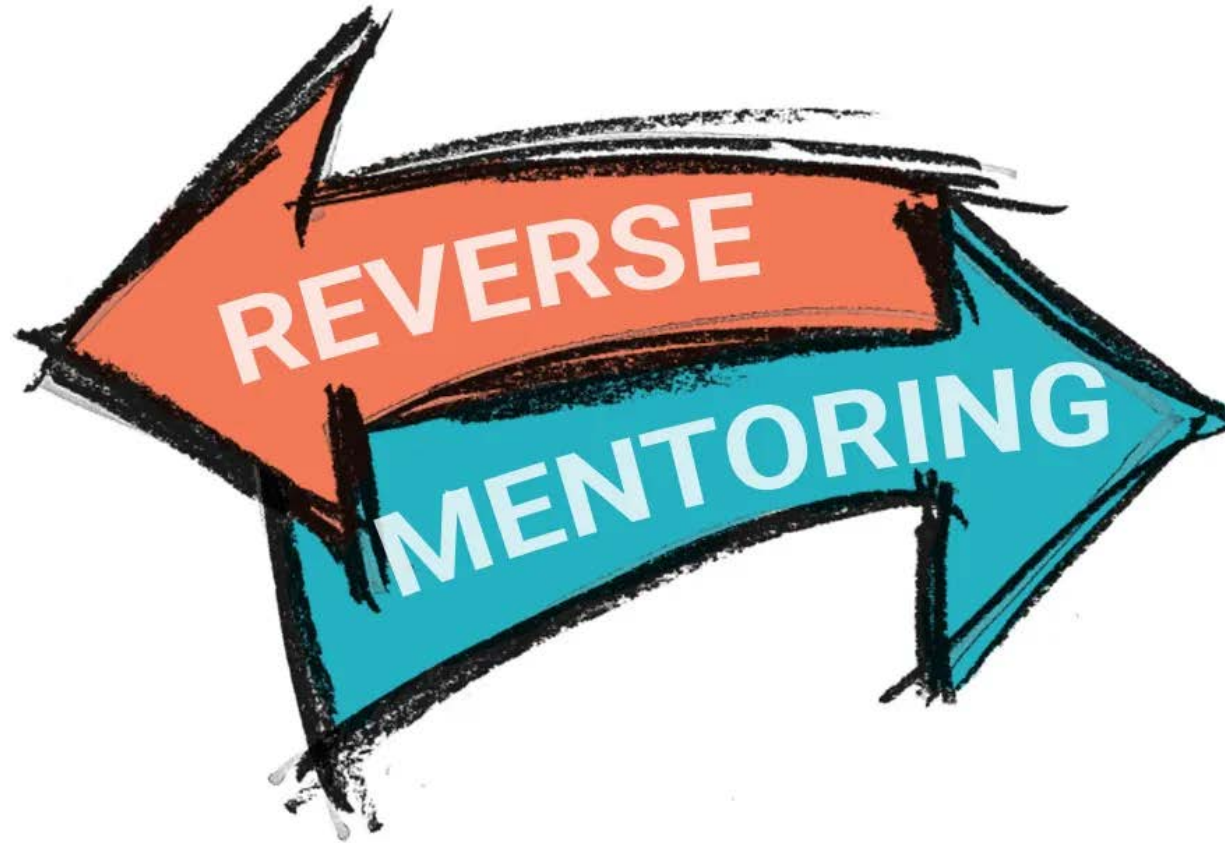
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LEARNER GOAL

Christopher Columbus:

- Didn't know where he was going when he set out.
- Didn't know where he was when he arrived.
- Didn't know where he had been when he returned!

The Learning Consultancy

Credit Jane Lewes

…is a process by which from direct feedback, a leader can identify their own gaps and develop a goal and start working on it.

First collaborative project (work in progress)

Course on Mentoring
How to deploy and manage an effective Mentoring program

Target audience: HR specialists, DEI specialists and Human Factors experts

Tentative date for pilot: 2024 , March 27-28 Luxembourg, EUROCONTROL

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