

Six steps Method

ICAO Workshop on the new version of the Global Air Navigation Plan (GANP) (Mexico City, Mexico, from 17 to 21 February 2020)





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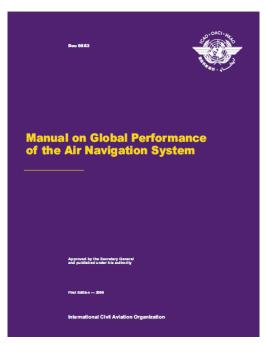


Agenda

- Sixth Edition of the GANP
- Performance Management Process
- Regional Air Navigation Plans-PBIP



PERFORMANCE MANAGEMENT PROCESS



Principles:

- Strong focus on desired/required results
- Reliance on facts and data for decision making
- Collaborative justified decision-making



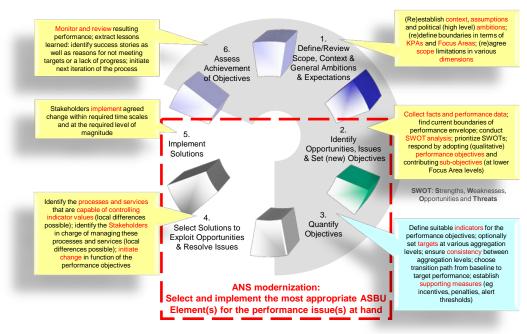
Six steps Method

- STEP 1: Scope, Context & General Ambitions and expectations
- STEP 2: SWOT Analysis/ set objectives
- STEP 3: Set of targets/ Calculation of needs
- STEP 4: Optimum solution identification
- STEP 5: Optimum solution deployment
- STEP 6: Results assessment



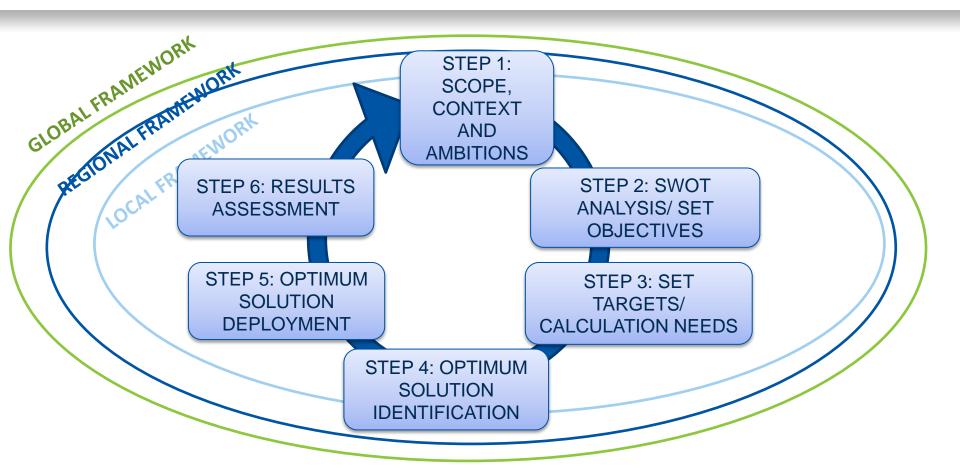
Definition of the performance the Six Step ICAO Performance Process

Doc 9883 Manual on Global Performance of the Air Navigation System (MGPANS)



ICAO Doc 9883 Figure I-2-4







STEP 1: SCOPE, CONTEXT & AMBITIONS

- Context
 - 2019 Global Air Navigation Plan
 - Global Strategic Level: Performance Ambitions
 - Objective
 - ICAO KPAs
 - Design criteria
 - Global Technical Level: Performance Objectives
 - Regional Air Navigation Plan
 - ANP Vol III
 - Specific Performance Objectives based on regional requirements



STEP 1: SCOPE, CONTEXT & AMBITIONS

- Scope
 - National Air Navigation Plan
 - Performance Targets: who, when and where
 - Make clear assumptions on what is "surrounding" it
 - National Development Plan



STEP 2: SWOT Analysis/ set objectives

- Operational analysis (baseline performance)
 - Data collection, process and analyze
 - Monitor current operations
 - KPIs (GANP 2016)
 - Traffic forecast
- SWOT Analysis
 - − Strengths, Weaknesses, Opportunities and Threats
 → Performance objectives



STEP 2: SWOT Analysis/ set objectives

- National level
 - National Performance Framework
 - Performance Objective
 - High level SWOT analysis
- Local Level
 - KPIs
 - National Performance Framework
 - Specific
 - Detailed SWOT analysis



- Agree & Prioritize performance objectives
 - Focus area within KPAs
 - \rightarrow Performance objectives
 - Prioritization



- **SMART** Objectives
 - -Specific
 - -Measurable
 - -Achievable
 - -Relevant
 - -Time-bounded



- **SMART** Objectives
 - −Specific
 PERFORMANCE
 INDICATORS → ICAO KPIs Catalogue
 - -Achievable
 - -Relevant
 - -Time-bounded



- **SMART** Objectives
 - -Specific
 - -Measurable
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PERFORMANCE **TARGETS** PERFORMANCE **BASELINE** PERFORMANCE NEEDS



STEP 4: IDENTIFICATION OPT. SOLUTION

- Make decisions
 - Information available
 - Scope
 - Performance objectives and targets
 - Assessment of SWOT analysis
 - List of solutions (ASBUs)

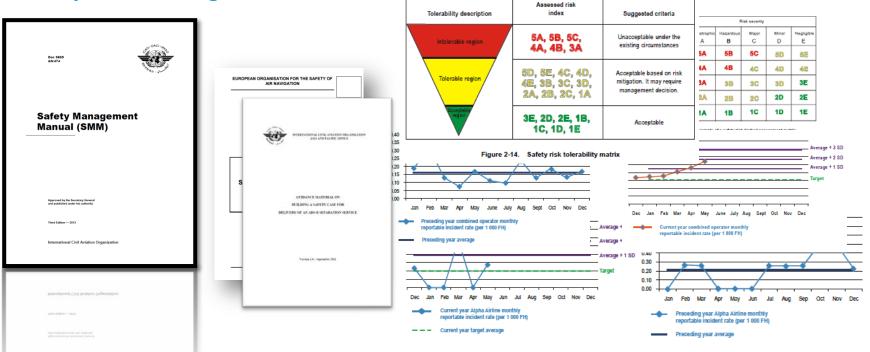


Plus...

- Associated Safety Assessment
- Associated Human Factors Assessment
- Associated Environmental Impact Assessment
- Associated Cost-benefits analysis



Safety assessment guidance





GAN	IP & GASP TECHNICAL A		SNMENT POST-IMPLEMENTATION
National Air Navigation Plan	 Scope, Context & General Ambitions and expectations (11 KPAs & KPIs) SWOT Analysis/ set objectives Set of targets/ Calculation of needs including checklist (BBBs) Identification of optimum solution (ASBUs) 		 Results assessment (11 KPAs)
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National Aviation Safety Plan	 Optimum solution → management of change through SSP and relevant SMSs Safety performance indicators/targets (SPIs/SPTs) Safety risk assessment Mitigation strategy if needed 		 Safety performance monitoring Safety oversight

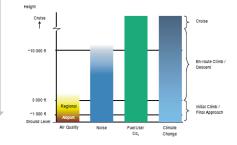


Environmental impact assessment guidance





Height AGL Impact	Below 1 000 ft (300 m)	1 000-3 000 ft (300-900 m)	3 000-10 000 ft (900-3 000 m)	Above 10 000 ft (3 000 m)
Air quality (e.g. NOx, PM, etc.)	Most relevant	Relevant (Note 1)	Less relevant	Less relevant
Noise	Potentially (Note 2)	Relevant	Relevant	Potentially (Note 3)
Fuel use / CO ₂	Relevant	Relevant	Most relevant (Note 4)	Most relevant (Note 4)
Climate change	Relevant	Relevant	Most relevant (Note 5)	Most relevant (Note 5)



Document and communicate

Example method of minimizing GSA



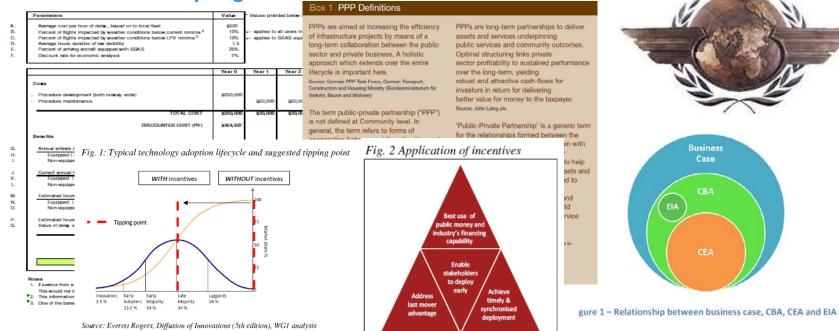


BEFORE

AFTER



Cost-Benefits Analysis guidance





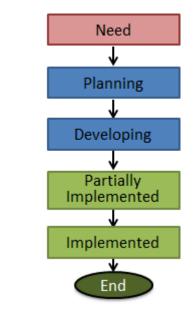
STEP 4: IDENTIFICATION OPT. SOLUTION

- Make decisions
 - Information available
 - Scope
 - Performance objectives and targets
 - Assessment of SWOT analysis
 - List of solutions (ASBUs)
 - Safety Assessment, HP Assessment, CBA and Environment Impact Assessment
 - Single optimum solution or a roadmap of optimum solutions



STEP 5: DEPLOYMENT OF THE SOLUTION

- Execution phase
 - Planning
 - Implementation
 - National mechanism
 - for tracking the implementation
 - of the elements
 - Benefits





STEP 6: ASSESSMENT OF RESULTS

- Continuously assess performance
- Monitor progress of implementation
- Review actually achieved performance
 - Update performance gaps
- → +(Step 1&2)=

PERFORMANCE MONITORING AND REVIEW



STEP 6: ASSESSMENT OF RESULTS

- Tasks in the PMR:
 - Data collection
 - Data publication
 - Data analysis
 - Formulation of conclusions; and
 - Formulation of recommendations.

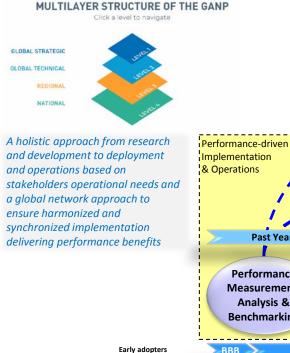


Summary (Re)establish context, assumptions and political (high level) ambitions; Monitor and review resulting performance: extract lessons (re)define boundaries in terms of KPAs and Focus Areas; (re)agree learned: identify success stories as Define/Review 6. scope limitations in various well as reasons for not meeting Scope, Context & Assess dimensions targets or a lack of progress; initiate General Ambitions Achievement next iteration of the process & Expectations of Objectives Stakeholders implement agreed Collect facts and performance data; change within required time scales find current boundaries of and at the required level of 2. performance envelope; conduct magnitude 5. Identify SWOT analysis; prioritize SWOTs; Implement respond by adopting (qualitative) Opportunities, Issues Solutions performance objectives and & Set (new) Objectives contributing sub-objectives (at lower Focus Area levels) SWOT: Strengths, Weaknesses, Opportunities and Threats Identify the processes and services that are capable of controlling 3. indicator values (local differences Quantify possible); identify the Stakeholders Select Solutions to Define suitable indicators for the in charge of managing these Objectives Exploit Opportunities performance objectives; optionally processes and services (local set targets at various aggregation & Resolve Issues differences possible); initiate levels; ensure consistency between change in function of the aggregation levels; choose performance objectives transition path from baseline to target performance; establish supporting measures (eq ANS modernization: incentives, penalties, alert Select and implement the most appropriate ASBU thresholds) Element(s) for the performance issue(s) at hand

ICAO Doc 9883 Figure I-2-4

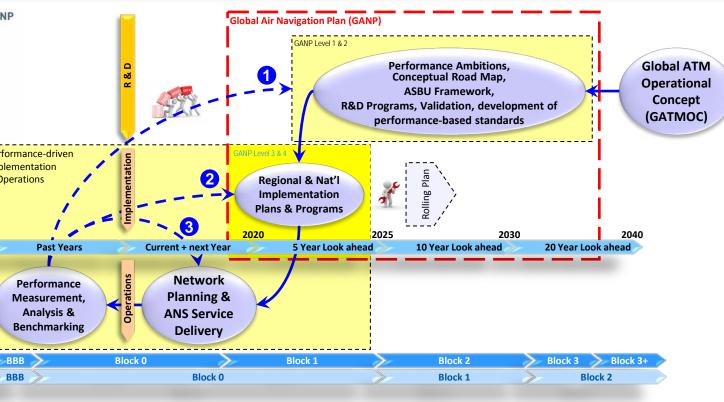


UNITING AVIATION The big picture – 3 performance loops in the GANP context



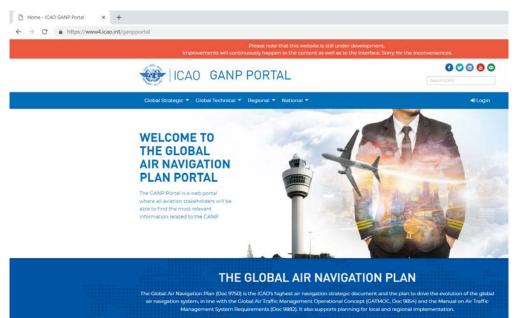
Late adopters

(delayed performance need)





ICAO'S support



In order to better communicate with technical and high-level managers and to not leave any State or stakeholder behind, a multilayer structure, tailored for the various audiences, is proposed for the sixth edition of the GANP. This multilayer structure of four layers two global levels, a regional



