



## SMS Integrated Training for Trainers - Implementation, Development & Training – 5 days

### Introduction

The Development of Safety Management Systems SMS continues to gain in prominence and importance in both Airline Operations a Maintenance Organisations.

Developing an organizational capability to deliver Safety Management Training will benefit the organization and allow the delivery of SMS related trainings to be targeted and specific.

The primary purpose of this 5 day training is to focus on a deep understanding regarding the development of your SMS together with the preparation of you Nominated Trainer to deliver the most effective SMS training throughout the organization.

SMS Integrated Training for Trainers - Implementation, Development & Training 5 days is a highly practical course, and promotes best training practices. It is an industry specific five-day program specifically designed for those who need to Manage the organisational SMS as well as to manage, or deliver Safety Management System Training.

The course is a highly participative and stimulates involvement and provides for powerful motivation. To introduce the delegate to training skills and to provide the confidence which can be developed to deliver effective SMS Training within each specific business area.

### What are the benefits of the training -What will I learn?

- a) Be able to explain the concept of SMS and what it can deliver for the organisation
- b) Understand the role of Safety Culture within an SMS Environment
- c) Explain how Safety Risks are Managed Proactively
- d) Understand the benefits of integration of SMS within the Organisations Management System
- e) Achieve the ability to fully engage with you organisations SMS Training Objectives
- f) Be able to deliver Role Specific SMS Training throughout the Organisation
- g) Meet and exceed all regulatory obligations related to the basic training of SMS

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Personal Development

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# SOFEMA

Aviation services



Aviation Regulatory Experts



TRAINING COURSE DETAILS

## Who is the Course for?

SMS managers who will take responsibility for managing SMS training throughout the business.

## Why Should I choose SAS for the training?

Sofema Aviation Services a Regulatory training and consulting company with 45 years commercial aviation experience and 10 years of operational experience. Since we started we have provided certificates to approx. 20,000 delegates we have grown for 2 primary reasons!

The first is that we are professional and we listen to our customers. Please visit our download area as an example of how we engage with our customer [Download Area](#).

The second is not only the fact that our prices are far more cost effective than our competitors it is that our discount program leaves all the others way behind -please do not take our word for it check it out! [SAS Discount Program](#)

## What Makes SAS SMS Integrated Training for Trainers - Implementation, Development & Training - 5 days Different?

Because our courses are written by people who have lived through the regulations, from the introduction in the early 1990's of EASA Part 145 and the Introduction of JAR OPS 1 in 1998 (later to become EASA EU OPS) together with the introduction of EASA Part M in 2003. The material author spent more than 25 years carrying out audits within a commercial aviation environment.

We were delivering training during the ICAO SMS Implementation year 2009 and the introduction into EASA OPS with regulation 965/2012

At Sofema Aviation Services our focus is on accepting that compliance with EASA Regulations is, in fact, minimum compliance. Interpreting the regulations in a way which enables the development and optimization of our business is where we should see an opportunity to drive efficiency and cost saving

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## Detailed Content / Topics - The following Subjects will be addressed

### Day 1

- Abbreviations & Terms
- Aviation Safety Management System Implementation Challenges
- Sharing Our SMS Understanding
- The Evolution of Safety Thinking
- ICAO Annex 19 & Components of an SMS System
- EASA -SMS & Compliance Introduction
- The Difference between Quality Assurance and Safety Assurance
- Benchmarking our SMS – where are we now?
- Identify Practical Implementation Challenges
- Developing Organisational roles in support of our Safety Management System, Action Groups, Safety Review Board and the role of Safety Reps.
- Managing SMS related Competencies
- Developing the training program – managing initial and recurrent training
- Developing SMS Management and Supporting Documentation
- Understanding the responsibilities of the Safety Manager and the role of Quality Assurance and Safety Assurance in our Organization.

### Day 2

- SMS Facing the training Challenges
- Understanding the ICAO & EASA requirements and how they will impact our organisation
- The SMS Trainers Learning Path
- Communicating / Giving Feedback
- Organisational Roles, Safety Review Board, Action Groups and Safety Reps
- Review Management and Oversight issues related to SMS Training
- What is Andragogy – Understanding the Adult learning process – Knowles Theory
- Understanding SMS related competencies
- Balancing Presentation, Motivation Debate & Discussion
- SMS Management and Supporting Documentation

### Day 3

- Introduction to Emergency Response Planning
- The role of our ERP & review of ERP status
- Reviewing our Road Map and Implementation Time Line
- Human Factors Safety Culture and Risk Assessment
- SMS Commitment -Discipline, Just Culture and Beyond
- Hazard Identification & Risk Management Process
- The Risk Management Process in a Safety Management System – Qualitative and Quantitative
- To consider how we manage a Hazard Identification Process

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### Day 3

- Risk Assessment & Root Cause Analysis
- Communication Tools
- Benefits of an Effective Safety Management System
- The Hidden Costs of Failed Safety Systems

### Day 4

- Speaking in Public – Developing your skills
- The Use of Case Studies – Presenting Workplace SMS related Issues
- Individual Speaking Practical Exercise
- Communication & Psychology
- Understanding Safety Culture within our Organisation
- Safety Culture and effective SMS Training
- Delivering Hazard Identification Training
- Root Cause and Analytical Processes

### Day 5

- Marketing of our SMS by raising Awareness and Communication
- Risk Assessment & Mitigation
- SMS The Role of Emergency Response Training
- Trainer Personal Development & Coaching
- Considering Presentation Techniques
- Developing the Training Program
- Developing the SMS Training Program – Practical Considerations
- Writing a Lesson Plan
- Closing Debrief

## Target Groups

Safety Managers, Safety System Team Members, Safety System Trainers and other Stakeholders

Quality Department, Safety Department, Training Department Managers and other Training staff will also benefit from attendance to this course.

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## Pre-requisites

Each Program is confidential and fully interactive, A basic to working knowledge of SMS principles is an advantage in advance of the training.

The course will introduce the delegate to training skills and to provide the confidence which can be developed to deliver effective SMS Training. An essential element then of benefiting from this training is to focus on the issues, how they relate in our work place, and what we need to do to address them.

## Learning Objectives

- After the workshop participants will have a focused understanding of the organisational issues affecting the SMS implementation and will be able to:
  - - To Understand specific regulatory requirements and how it impacts your organization,
  - - To be able to fully engage with and manage your Organisations SMS Program
  - - To determine options for appropriate organizational strategies to meet organization needs and compliance
  - - To consider options for implementation of desired actions
  - - To consider options for implementation timelines
- After attending this course, participants should be able to develop a company specific comprehensive Safety Management Training program compliant with the requirements of ICAO annex 6

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## What do People Say about Sofema Aviation Services Training?

"The instructor used the right words to explain the material."

"The discussions among the group were very beneficial."

"The instructor showed a very resourceful background and experience."

"All sections of the course were related to my field."

"Adequate answers were given to specific questions."

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TRAINING COURSE DETAILS

## Duration

5 days –Each day will commence at 09.00 and finish at 17.00, with appropriate refreshment breaks.

To register for this training, please email [office@sassofia.com](mailto:office@sassofia.com) or Call +359 28210806

Sofema Aviation Services offers a flexible approach to developing all in-company training courses which are specific to the client's needs. If you would like additional information concerning how course content may be configured to be more appropriate for your organisation please email [office@sassofia.com](mailto:office@sassofia.com)

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