

AERO Senior Leader Workshop Overview

This 4 to 6-hour workshop is designed to give leadership teams the ability to determine if Advanced Error Reduction in Organizations (AERO) technology is the next logical step for their Human & Organizational Performance improvement needs. It is delivered as a learning experience for senior leaders to understand how changing some key behaviors and applying some new lessons can have a dramatic effect in the company's potential to reduce error.

The workshop includes the following topics:

- History & Background of AERO
 - Discovery of the attendees' personality tendencies
 - What is AERO and where are its roots
 - Reasoning behind AERO versus other processes
- Human & Organizational Performance Guiding Principles
 - The basic tenets that need to be understood, agreed upon and adhered to for a Sr. Leadership team to drive error reduction into the organization for successful integration and sustainability
 - Stories and compilations of the need to have the Guiding Principles to fall back on
- Essential Leadership Cycle and impact on field tasks
 - Introduction to the Essential Leadership cycle - the elements that leaders can influence and manage with their behaviors at the organizational level, that ultimately impact the ability for an individual to increase their performance in a task based system
- AERO Science Description & Definitions
 - Description of the sciences that make up AERO, and the reason these sciences work together when integrated to produce the desired error reduction outcomes
 - Discussion of how individual tendencies impact personal performance
 - Definitions that are important to understand and use, regardless of whether AERO is deployed or not
 - How to use definitions to immediately get positive change in an organization
- Performance Modes, Traps, Triggers and Tools
 - Discussion of the mental models people work in and how those impact performance including probable error rates
 - Discussion of error traps. How we set traps for others, how others set traps for us and how our tendencies impact this
 - Discussion of how people know when they are vulnerable to a trap and what tools they can use to deal with the trap to reduce their probability for error

- AERO Ethics
 - Basics of setting up AERO for success
 - Basics of preventing AERO from being misused in the organization
- Typical integration path
 - Discussion of how AERO impacts Key Performance Indicators
 - Discussion of how an ideal deployment path looks like for the organization
 - Actions moving forward & next steps discussion