Training Course on Just Culture Implementation in Aviation Safety

Professional Development Training Course Outline

Category	Aviation and Airport Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's rapidly evolving **aviation safety environment**, fostering a **Just Culture** is essential for improving **organizational safety performance**, reducing **human factor-related incidents**, and enhancing **safety reporting systems**. Training Course on Just Culture Implementation in Aviation Safety is designed to equip aviation professionals with the knowledge and tools needed to embed a culture that supports **accountability**, **non-punitive error reporting**, and **continuous improvement** within their operations.

Participants will gain insights into implementing **Just Culture frameworks** aligned with **ICAO**, **EASA**, and **FAA** standards, while learning from real-world **aviation safety case studies**. Through interactive modules, scenario-based learning, and expert-led discussions, attendees will leave with actionable strategies to support safer skies through **proactive safety management**.

Programme Curriculum

Training Course on Just Culture Implementation in Aviation Safety

Introduction

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Course Duration

5 days

Course Objectives

1. Understand the principles of **Just Culture in aviation**.
2. Analyze the role of **Just Culture in SMS (Safety Management Systems)**.
3. Implement **non-punitive reporting systems** in aviation environments.
4. Identify and evaluate **systemic vs individual accountability**.
5. Foster open communication and **safety transparency** across teams.
6. Navigate **legal and regulatory implications** of Just Culture.
7. Apply **risk-based decision-making** in incident handling.
8. Enhance **incident investigation methodologies** using Just Culture principles.
9. Integrate **Just Culture policies** into aviation operations and HR practices.
10. Benchmark best practices from **global aviation safety leaders**.
11. Reduce the fear of retribution and improve **reporting rates**.
12. Align organizational goals with **proactive safety behavior**.
13. Improve operational efficiency through **root cause analysis and cultural change**.

Organizational Benefits

- Improved **safety reporting culture** and reduced underreporting.
- Increased **operational resilience** and system reliability.
- Enhanced **employee engagement and trust** in management.
- Stronger alignment with **ICAO Annex 19** and international standards.
- Tangible improvements in **safety performance metrics**.

Target Audience

1. Aviation Safety Managers
2. Airline Operations Executives
3. Maintenance and Engineering Leads
4. Air Traffic Controllers
5. Flight Crew & Cabin Safety Officers
6. HR and Compliance Professionals
7. Aviation Regulators
8. Training & Development Managers

Course Outline

Module 1: Introduction to Just Culture

- History and evolution in aviation
- Key definitions and concepts
- ICAO, EASA, FAA regulatory guidance
- Difference between Just Culture & Blame Culture
- Case study: Air France AF447

Module 2: Human Factors and Systemic Thinking

- Introduction to human error
- System vs individual accountability
- Reason’s Swiss Cheese Model
- Common cognitive biases
- Case study: Tenerife Airport Disaster

Module 3: Legal and Ethical Dimensions

- Regulatory protections
- Confidentiality and whistleblower laws
- Ethics in safety decision-making
- Organizational justice
- Case study: Qantas Flight 32

Module 4: Reporting and Investigation Systems

- Designing a non-punitive reporting system
- Encouraging voluntary reporting
- Root cause vs active failure
- Investigation best practices
- Case study: Alaska Airlines Flight 261

Module 5: Integrating with Safety Management Systems (SMS)

- ICAO Annex 19 overview
- SMS components and Just Culture alignment
- Risk assessment models
- Performance monitoring
- Case study: Asiana Airlines Flight 214

Module 6: Leadership and Organizational Change

- Role of leadership in culture change
- Building psychological safety
- Organizational maturity models
- Resistance management strategies
- Case study: Delta Air Lines transformation

Module 7: Communication and Training Strategies

- Safety communication planning
- Reinforcing behaviors through training
- Engaging teams in feedback loops
- Internal campaigns and storytelling
- Case study: Lufthansa Crew Resource Management

Module 8: Implementation Roadmap and Metrics

- Just Culture implementation phases
- Setting KPIs and success metrics
- Policy and procedural alignment
- Ongoing audit and review

- Case study: Scandinavian Airlines

Training Methodology

- **Interactive Workshops** with real-life aviation scenarios
- **Group Discussions** and reflection exercises
- **Role Plays & Simulations** on decision-making under pressure
- **Expert Lectures** from certified aviation safety professionals
- **Digital Resource Toolkit** for implementation support

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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