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## The Application of Shared Leadership in an Aviation Maintenance MTS Environment

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# SHARED LEADERSHIP IN AN AVIATION MAINTENANCE MTS ENVIRONMENT

DR. BETTINA MRUSEK



MAINTENANCE

# EFFECTIVE LEADERSHIP IS NECESSARY IN AN AVIATION MAINTENANCE ENVIRONMENT

- Tasks are often interrelated and require the use of multiple departments
- Identifying faulty components can be complex and involve extensive troubleshooting
- Striking a balance between conducting safe and efficient maintenance can be challenging



# WHAT IS SHARED LEADERSHIP? HOW DOES IT FIT INTO AVIATION MAINTENANCE?

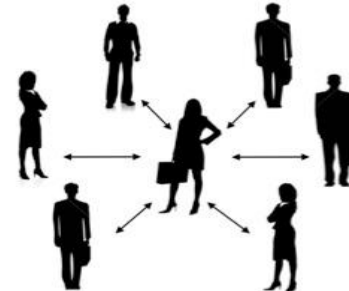
## Shared Leadership

- A team of leaders who shared the responsibility of managing business entities, while simultaneously meeting current and projected demands.
- CEO/Executive Team



## Leaders in Aviation Maintenance

- Avionics Chief/Manager
- Airframes Chief/Manager
- Maintenance Manager
- Quality Assurance Officer
- Operations Officer



# WHAT IS AN MTS ENVIRONMENT? HOW DOES IT FIT INTO AVIATION MAINTENANCE?

## MTS Environment

- “Two or more teams that interface directly and interdependently in response to environmental contingencies toward the accomplishment of organizational goals”
- While the individual teams pursue different goals, they share a common organizational goal

## Aviation Maintenance Environment

- Avionics and airframes are two separate departments within aviation maintenance
- Department goals are pursued in order to accomplish organizational goals (effectively and efficiently maintain aircraft)

# CAN THESE CONCEPTS BE COMBINED AND APPLIED TO AN AVIATION MAINTENANCE ENVIRONMENT?

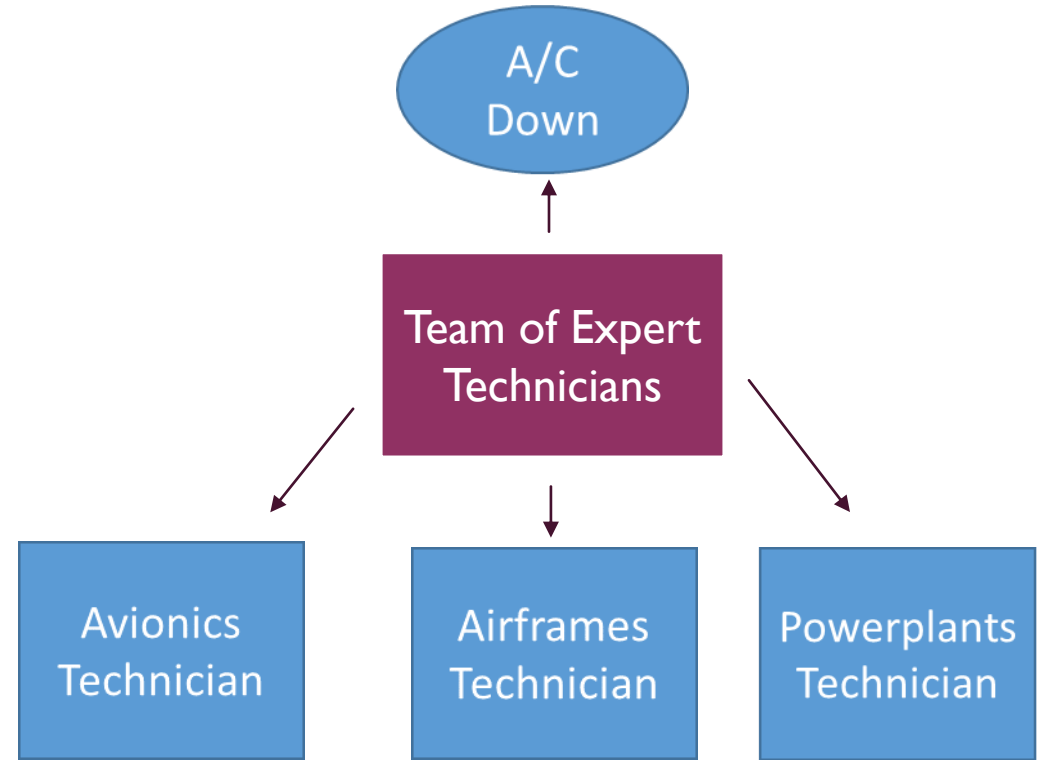
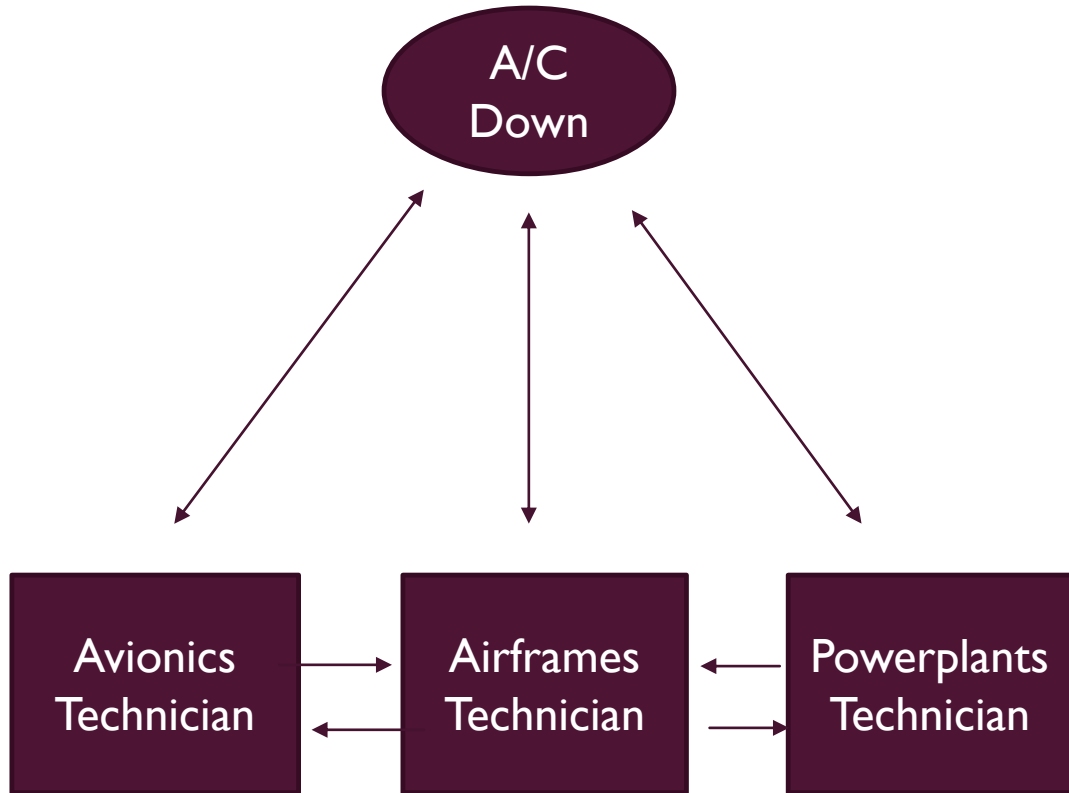
- Organizational task of fixing the aircraft becomes a single goal, as opposed to separate departmental goals
- A team of highly qualified technical experts from respective departments working and communicating directly with each other
- Only for tasks that meet the criteria (tasks that are interdependent, interrelated, and complex)
- Not for routine or simple maintenance actions



# FLOW OF COMMUNICATION

## PRE-MTS/SL

## POST MTS/SL



QUESTIONS?

Thank You!