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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
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

A/C Down

Avionics Technician

Airframes Technician

Powerplants Technician

POST MTS/SL

A/C Down

Team of Expert Technicians

Avionics Technician

Airframes Technician

Powerplants Technician
Thank You!