One Team – swift, decisive, resilient and respected

Air and space power for Australia’s security

The Cultural Battle
WOFF Rod Geisler
Introduction

- Prior to 2013
- Visit in Sep 2012 – HO/TO
- First weeks/months

- Darwin incident 2013
- The journey
- My thoughts
Prior to 2013

- My experience
- 33SQN’s experience
  - B-707 - KC-30A transition
  - Workforce
  - Aircraft arrival
- Expectations – Results!
Visit to 33SQN

• Sept 2012
  • HO/TO with incumbent
  • Impressions
  • Discussions
  • Expectations
First Weeks/Months

- Impressions
- The Culture (perceived?)
- Immediate changes
  - Impacts
- MM Meeting May13
- Darwin Jun13
  - Incident
It is a requirement that a qualified member of maintenance or air movements be on headset for the aircraft launch – the start and departure of the aircraft.

Just before the passengers boarded, someone asked who was going to conduct the aircraft launches. All of the maintenance members knew the detachment commander.

The detachment commander was not aware that maintenance members were required to have specific authorisation to conduct the launch of an aircraft and, when informed by the senior maintenance member of his intention to launch the aircraft, assumed the senior maintenance member was competent and experienced to do so.

They have not received the relevant authorisation to conduct certain tasks. The senior maintenance member initially specified that he did not have authorisation to conduct an aircraft launch.

When interviewing members involved, the maintenance member giving the brief to the senior maintenance member did not realise that an incident had occurred until the launch was completed and they were debriefed.
The Journey

- Darwin Oct-Dec13 – ‘Laying the foundation’
- Hail Damage
- Darwin May-Jun14 - Confirmation
- MPIP (SST Expansion)
- Sep14
  - MER OPS
  - 24HR Roster
- MER Rotations
- Boom
My thoughts…..

• Their will always be more to do…
• You will (should?) never be happy…
• Communicate (How?)
• Be good at the basics…
• Innovate! (empower your people)
• CULTURE