

Organisation & Governance of Pilot Associations

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Why this topic?

- “Pilots are pilots”
- Times change
- “Today’s structures are the solutions to yesterday’s needs”
- All organizations today need to see the bigger picture

UKMPA

- 500 members (approx.)
- 70/30 split employed vs self-employed
- 6 regions elect representative to the Board
- Board made up of 6 x regional reps +
 - Chair
 - Vice Chair
 - Treasurer
 - Secretary
- All Board members are volunteers and all are FULL-TIME PILOTS

What is Governance?

Definition

- Governance describes the process of decision-making and the process by which decisions are implemented (or **not** implemented)



What is Good Governance?



- About doing the right things the right way
- Core PRINCIPLES – not law but BEST PRACTICE
- Can be applied to ALL organisations
- Open and transparent with your members & stakeholders

Roots of Good Governance?

- Companies Act 2006
www.legislation.gov.uk/ukpga/2006
- 2017 UK Companies Code of Governance
www.frc.org.uk
- UK Ports Good Governance Code www.ports-good-governance-guidance

The positives of Good Governance?

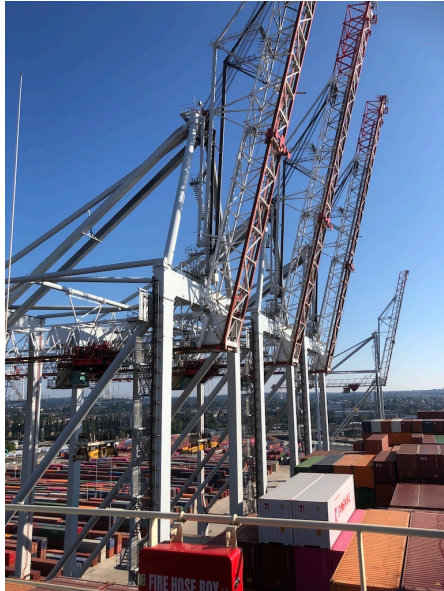
- improves the performance of your association/business
- helps it become more stable and productive
- unlock new opportunities
- reduces risks
- enable faster and safer growth
- improves reputation
- fosters trust (employees, employers, stakeholders)

Set your Governance strategy

- **Agree objectives for the next 3-5 years**
- **Be realistic, consider external help**
- **Consult members/stakeholders**
- **It's a journey not an end point**

How?

Where are we now?



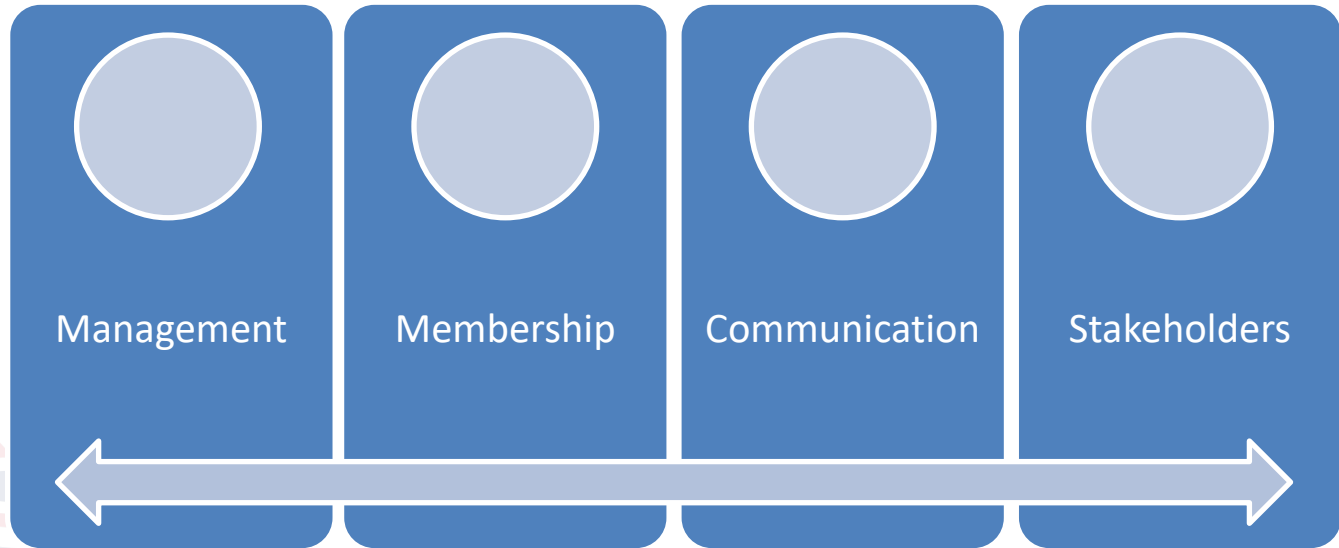
Where do we want to be?



How will we get there?



UKMPA Governance strategy?



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Management

- Legal structure
- Rules
- Board composition
- Clarify areas of responsibility
- Induction of new Board members
- Terms of office (how long in post)
- Succession plan
- Provide training – “Pilots are Pilots”

Membership

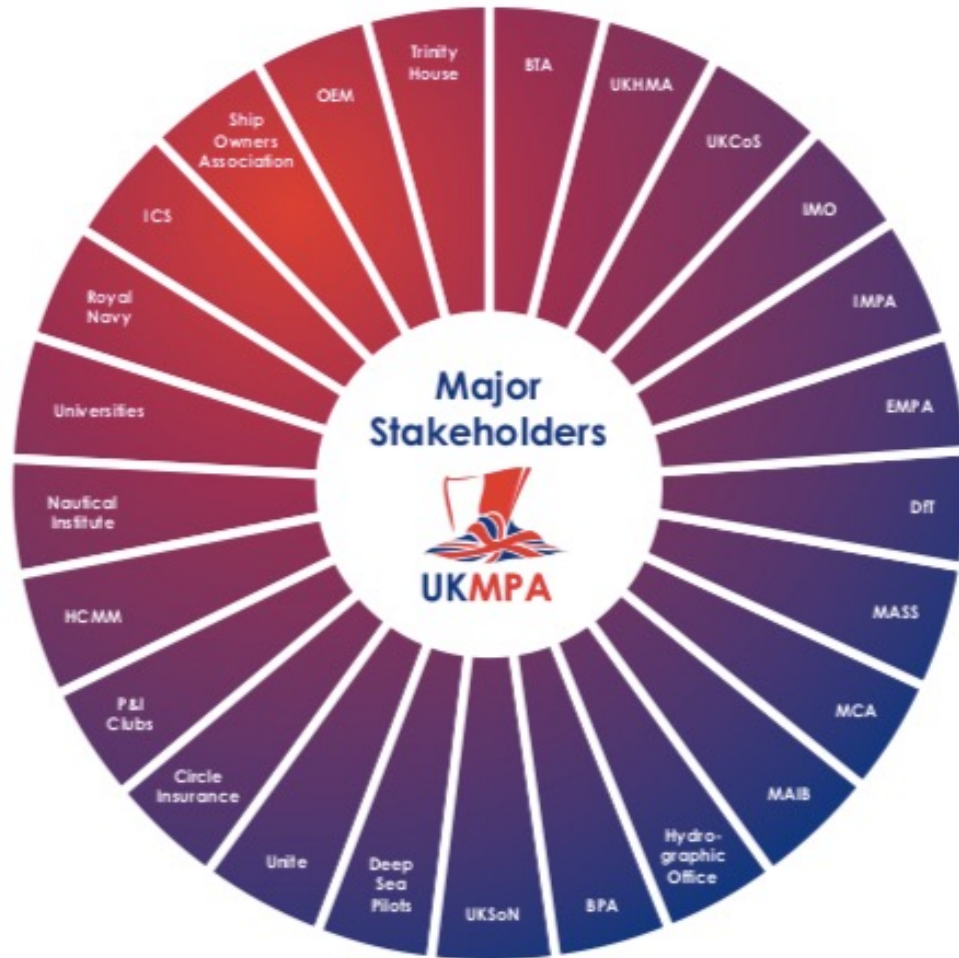
- Different categories, different fees?
- Why join?
- Insurance
- Community
- Mutual support
- Professional development (including non pilot)

Communication

- **Membership Management system (CRM)**
- **Direct in person with members**
- **Print as well as digital**
 - **Web site**
 - **Social media**
- **New member welcome pack**
- **Help line (3rd party)**

Stakeholders

- Who are they?



Stakeholders

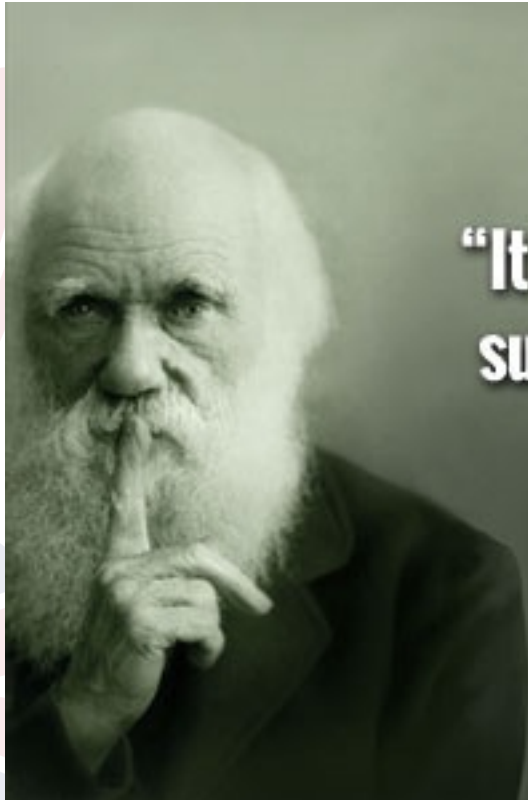
- Allocate who should engage
- How often and how
- Always offer/accept invitations to speak
- Attend their conferences
- Learn what matters to them
- Share it with your colleagues

Why does Governance matter to Pilot Associations?

- You are appointed to represent and support your Members
- Aligns those in power with those you serve
- It avoids misunderstandings and creates unity
- You are custodians for the next generation
- You cannot make a difference if people don't trust you

You are more than just Pilots!!!





“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change”

- Charles Darwin

LeadershipQuote.org



Questions?

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