



Paradigms


"To ignore the power of paradigms to influence your judgement is to put yourself at significant risk when exploring the future. To be able to shape your future you have to be ready and able to change your paradigm"

*Joel Barker
("The Paradigm Man")*

UNDERSTANDING THE PARADIGMS

THE INFLUENCE OF CULTURE ON HUMAN FACTORS TRAINING

Objectives



- To gain an understanding of what culture is and how it is created
- To appreciate how and where culture manifests itself
- To discuss the positive aspects of culture
- To highlight the influence of culture on HF training

Culture – What Is It?

Group HABIT or PARADIGM
or
"The way we do things around here"



Culture – Group Habit



Culture – Types Macro Level



National Culture

Culture – Types Micro Level



Fleet (Local) Culture

Culture – How Is It Created?

Created through conditioning/repetition



Paradigms (culture) can be likened to a program that has been installed in you brain.

Culture – How Is It Created? Through the Senses



SIGHT



TASTE



SMELL



SOUND



TOUCH

Culture – How Does It Created?

Accepted by conscious mind (voluntarily/involuntarily)



Culture – How Is It Manifested?

Any thought or idea accepted by the conscious mind is impressed on the sub-conscious mind



Culture – How Is It Expressed?

Through actions (physical, words, attitude)



senses



Accepted by conscious mind
either voluntarily or
involuntarily



Impressed upon our
sub-conscious mind



Expressed Through Actions



ACTIONS



Culture – Positive Aspects

- It is logical – but only to “insiders”
- It is influential
- Can be predictable

Culture – Limitations

- Includes a value system and this affects how we prioritise and the decisions we make
- Influences and conditions the way someone perceives reality
- Resistant to change – very slow to change

Influence on HF Training

Policy



Direction



Recommendations

1. Cultural Awareness Training Pre-HF Training (Culture Module)

“An imported program however successful may not be accepted when the cultural makeup of the client is not addressed.”

Azmi Radzi

Recommendations

2. Design Micro Culture Training with a “Global” perspective

Recommendations

3. Include all levels and departments of the organisation in the training program

Any changes to an organisation should be implemented simultaneously with a change in attitude of the members. In other words, the people’s paradigms should be shifted at the same time the organisation begins its transformation

You never know till you try to reach them how accessible men are; but you must approach each man by the right door.

Henry Ward Beecher

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HABIT

Men's natures are alike; it is their habits that separate them.

Confucius, Analects

Quotes

Culture is founded on habits, work practices, attitudes, beliefs and expectations – otherwise known as paradigms

Unfortunately most organisations in the world are not preparing their people to make paradigm shifts that are necessary.

References

- Aviation Resource Management - VOL 1
- Human Factors For Pilots
- Personal Experience

