



AERO ELITE SOLUTIONS
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Aero Elite Solutions
Elite Leaders. Grounded in Aviation.

SUCCESSION-READY

How to understand your bench, strengthen your pipeline, and build the leadership you need for the future.



Why Your Bench Matters More Than Ever

In aviation, stability depends on people. Your timelines, your safety record, your customer trust—every part of the operation comes down to the strength of the team working the floor, running the shifts, and keeping aircraft moving.

Most teams focus on staffing for today. Few take the time to ask the deeper question:

“If one key person left tomorrow... what would happen?”

This isn't a failure—it's a visibility issue. Most organizations simply haven't taken the time to map their bench or understand where the vulnerabilities are.

That's where succession planning becomes one of your most practical tools.

Your bench is your backbone. When it's strong:

- You're not dependent on only a few experts.
- Knowledge doesn't disappear when someone retires.
- Promotions happen smoothly.
- Supervisors feel supported.
- Teams stay aligned and confident.
- Risk stays low and quality stays high.

When the bench is thin, you feel it immediately:

- Stress increases
- Decisions slow down
- Workload piles onto the same few people
- Knowledge gaps appear
- Small issues turn into bigger ones

WHY SUCCESSION PLANNING MATTERS IN AVIATION

Succession planning isn't a corporate HR luxury. In a Part 145 or MRO environment, it's one of the strongest ways to protect your operation.

With an aging workforce, lean staffing, rising turnover, and more responsibilities falling on supervisors and leads, preparing your next generation of leaders is essential.

Succession planning helps you:

- Identify leadership potential early
- Build development paths that match your operation's needs
- Reduce disruptions from turnover
- Strengthen safety, quality, and communication
- Support growth without burning out key people
- Protect tribal knowledge and specialized experience

At its core, succession planning is simply this:

Making sure you have the right people ready for the responsibilities ahead.

This checklist will help you understand where you're strong today—and where you may have gaps.

Succession-Ready Checklist

A quick diagnostic to understand your bench strength and leadership pipeline.

Bench Strength

check all that apply

- We have at least one internal back-up for every critical leadership role.
- We have a clear process to identify future leaders early.
- We have at least two technicians who could grow into those roles in 12–24 months.
- We aren't relying on the same 1–2 "go-to people" for everything.

Quick Tips - Chose ONE Action

- Create a simple "future leader" list with 3 names.
- Cross-train one technician this quarter.
- Rotate high-skill tasks to avoid dependency.
- Assign a stretch assignment to one technician.

Workforce Risk

check all that apply

- We know which roles are high-risk if someone leaves.
- We regularly monitor burnout and workload.
- We know which employees may be at risk of leaving.
- We can absorb an unexpected departure without disruption.

Quick Tips - Chose ONE Action

- Hold a 10-minute "stay conversation."
- Review overtime data for burnout signs.
- Create a coverage plan for one key role.
- Document one skill held by only one person.

Leadership Pipeline

check all that apply

- We keep a list of employees with leadership potential.
- Potentials receive leadership training.
- Supervisors coach techs regularly.
- They have opportunities to lead tasks or small projects.

Quick Tips - Chose ONE Action

- Identify 2 employees with leadership potential.
- Offer a micro-leadership lesson to a rising tech.
- Let one person lead a toolbox talk or task.
- Schedule one weekly 15-minute coaching touchpoint.

Knowledge Transfer

check all that apply

- Senior experts actively share knowledge.
- OJT is structured, not informal.
- We have documentation for unique or complex repairs.
- We wouldn't lose critical knowledge if a senior tech left.

Quick Tips - Chose ONE Action

- Create a one-page guide for a specialized repair.
- Add a knowledge-transfer moment to one briefing.
- Record a 3-minute walkthrough with a senior tech.
- Convert OJT for one task into a checklist.

Development Plans

check all that apply

- High-potential employees have IDPs.
- Supervisors review training progress regularly.
- Plans include leadership and technical growth.
- Training time is protected.

Quick Tips - Chose ONE Action

- Build a 90-day development goal for one employee.
- Assign one micro-lesson for leadership growth.
- Update an existing IDP with next steps.
- Reserve one hour monthly for development.

Career Path Clarity

check all that apply

- | | |
|--|--|
| <input type="checkbox"/> Employees understand the roles available. | <input type="checkbox"/> Promotion criteria are clear. |
| <input type="checkbox"/> They know how to advance. | <input type="checkbox"/> Advancement timelines are understood. |

Quick Tips - Chose ONE Action

- | | |
|---|--|
| <input type="checkbox"/> Create a simple role progression map. | <input type="checkbox"/> Review career paths during the next team meeting. |
| <input type="checkbox"/> Define and share 3 behaviors required for promotion. | <input type="checkbox"/> Clarify expectations for one role. |

Organizational Stability

check all that apply

- | | |
|---|---|
| <input type="checkbox"/> New leaders have structured onboarding. | <input type="checkbox"/> Key roles can be filled internally. |
| <input type="checkbox"/> Leadership capacity is reviewed before growth. | <input type="checkbox"/> A documented succession plan exists. |

Quick Tips - Chose ONE Action

- | | |
|---|--|
| <input type="checkbox"/> Build a 30–60–90 day plan for new leaders. | <input type="checkbox"/> Identify one role that could be filled internally. |
| <input type="checkbox"/> Assess leadership needs for an upcoming project. | <input type="checkbox"/> Update or create a section of your succession plan. |

Total Boxes Checked

add up all the boxes checked in every section

My Score:

Action Items

write action item in identified in each section

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

SUCCESSION-READY ACTION PLAN

Add up all the boxes you checked across the seven sections above. Your score isn't a grade—it's a snapshot of where your organization is today. It simply gives you clarity so you can make intentional decisions.

1

Calculate Your Overall Score

22–28: Strong and stable.

Keep building on what's working well.

15–21: Solid foundation with opportunities to strengthen your bench.

8–14: At-risk.

Improving your pipeline will make an immediate difference.

0–7: Critical exposure. Leadership and bench development should be top priority.

2

Choose Your Top 3 Priority Actions

You identified one improvement tip in each section.

Now choose the THREE ACTIONS that will make the biggest impact right now.

These three steps form your short-term improvement plan for the next 30–60 days. Keep them small, specific, and achievable.

3

Assign Ownership & Timeline

Every action needs:

- One owner — someone responsible for carrying it out
- One timeline — a realistic deadline

You don't need complicated project plans.

Just answer:

**What will we do? Who will do it?
By when?**

If Your Checklist
Shows Gaps, You're
Not Alone
— and You Don't
Have to Fix It Alone

Most MROs and repair stations run lean. Supervisors juggle people and production. Leads carry a heavy load. Bench strength and leadership development often get pushed aside—not because it's unimportant, but because you're already stretched. This is exactly why organizations bring me in.

READY TO BUILD A STRONGER BENCH?

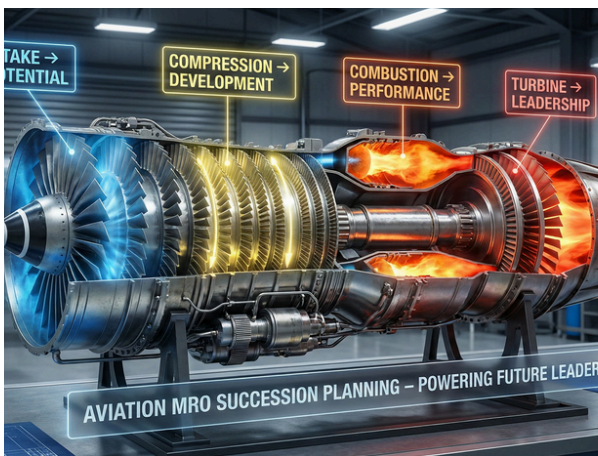


Succession Planning Consulting

I work with aviation organizations to strengthen leadership pipelines, reduce turnover risk, and build a solid, stable bench through:

- Leadership bench assessments
- 9-box evaluations
- Critical role mapping
- Early leader identification
- Retention risk analysis
- Development pathways
- Supervisor & manager coaching

You'll walk away with clarity, structure, and a practical plan you can start using immediately—without adding complexity or extra workload.



Leadership Development

Succession planning only succeeds when people are prepared to step up. I support that growth through aviation-ready leadership development. Leading to:

- More productive shift meetings and toolbox talks
- Making smarter decisions under pressure
- Managing conflict professionally
- Addressing issues easily and early instead of letting drift take place
- Strengthening relations with their teams
- Building trust within the team
- Giving feedback people can and will use
- Ensuring teams are focused on work, not the drama

Leadership Development helps transform strong technicians into confident, capable leaders. And turn strong leaders into Great Ones!



If you're ready to strengthen your future leadership, reduce turnover risk, and give your people the tools to grow, let's talk about your goals.

Together, we'll build a leadership pipeline that supports your operation—today and for the future.

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