

Not me Chief, I'm Engines: Technological and Managerial Challenges relating to the Introduction of Distance Learning to the RAF'

Abstract

1. The 30 minute presentation will cover the following points:
 - a. **Change Management.** To include:
 - i. Re-confirmation of standard change issues. Some believe that the task is easier for the military as we can order people to change, reality is rather different. Still require active champion.
 - ii. Critical that a clear and robust strategy is crafted early to engage stakeholders – regardless of any pain generated.
 - iii. Longevity of implementation team to ensure wins are cemented.
 - iv. It's very hard work!
 - b. **Cultural change.** To include:
 - i. Selling the vision.
 - ii. Capitalising on early and easy wins but be honest about the challenges.
 - iii. Weaving synergistic goals into other key strategies.
 - c. **Platform development.** To include:
 - i. Being an intelligent customer while avoiding being bogged down by technology – internet best option.
 - ii. Being bold and experimenting - but start small and grow.
 - iii. Considering gains and losses associated with each move – key consideration for delivery is 'better late and good than early and bad'.
 - d. **Content development & Usage.** To include:
 - i. Avoiding e-shovelling.
 - ii. Adopting different delivery styles.
 - iii. Engaging innovative course creators and tutors.
 - iv. Actively managing the content re-visit cycle.
 - e. **Future development.** To include:
 - i. Being alert to technical developments but not a slave to them.
 - ii. Ensuring financial provision is secured.
2. In addition to presenting the case study I shall be happy to take question during the round table session. I should emphasise that the outline presented above may well be updated over the next few months as we continue to progress the implementation of RAF DL.

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