



The 99s Professional Pilot Leadership Initiative

Fact Sheet

INTRODUCTION

The Ninety-Nines Professional Pilot Leadership Initiative aims to accelerate the advancement of women in all pilot professions, facilitate mentoring among women pilot professionals, and enhance our leadership role in the aviation / aerospace community. The PPLI program provides highly motivated 99s members with tools to develop their careers and leadership abilities through guided activities and formal mentoring partnerships with experienced women professional pilots, asking them to strengthen and expand our network of women pilots by sharing these skills with others who follow.

The cornerstones of The 99s Professional Pilot Leadership Initiative are:

- Women pilots helping each other so we can all succeed.
- Highly motivated, high-potential participants who will take full advantage of this opportunity to learn and to share.
- Structured one-on-one mentoring to pass along expertise and support that helps reduce the learning curve and accelerate career development.
- Guided skills development activities to develop practical, goal-oriented career and leadership skills that can be put to immediate use in career advancement and that build our aviation community.

Starting from the premise that each individual is responsible for her own career advancement, this program represents the opportunity for highly committed women pilots to receive mentoring, learn new career skills, share what they know, and become active participants and leaders in our aviation community. If you are a 99s member currently pursuing or planning to pursue any professional pilot career, you are encouraged to apply. *NOTE: This is not a job placement program.*

CAPTAIN PHASE

The Captain is the pilot-in-command of her aircraft and crew, and is ultimately responsible for the successful outcome of a flight. Likewise, you are in command of your career. Others will assist you, but you are responsible for your progress and success.

In the first five-month session, you are the Captain setting your own course. You will create a Flight Plan, your plan for achieving short term career goals and leadership and career skills development goals. You will be receiving mentoring guidance from a more experienced woman professional pilot (your mentor or Navigator). We will match you with a Navigator appropriate to your particular needs and goals, who will share her own knowledge and insights. Your Navigator will also provide guidance as you learn and grow in career skill areas of interest to you.

Through mentoring by a more experienced woman pilot, you will have an opportunity to:

- Learn how to establish and maintain professional mentoring partnerships.
- Explore career options and possible paths to reach your career goals.
- Set goals and develop a plan to take the very next steps in your advancement.
- Receive useful guidance and honest feedback from an advisor who has “been there, done that.”
- Make a networking connection with someone farther along on the pilot career path.
- Learn practical skills that can be put to use right away in advancing your career.

THE CAPTAINS' CIRCLE

After completing your session as Captain, the PPLI Coordination Team will evaluate your progress in the program and career status. The normal progression is to advance to Navigator, but some participants will be placed in The Captains' Circle for one session before becoming Navigators.

The Captains' Circle provides peer mentoring in an email-based discussion group of PPLI Captains. You participate in the circle by generating discussion topics and contributing to the discussion. Discussion topics may include building cross-country time, balancing home and career, and handling career hurdles and difficulties, and there is normally a resume critique. You are also expected to continue making progress on your Flight Plan and your Leadership Activities while in the Captains' Circle.

The Captains' Circle is a very productive way to meet, network with, and learn from your professional pilot peers while continuing to work toward your career goals and develop leadership skills in the PPLI.

NAVIGATOR PHASE

Not so long ago, the Navigator would track a flight's position and progress, providing information to help the Captain keep the flight on course to its destination. Similarly, you can help steer another woman pilot along her path. You will assist her, but she remains responsible for her career progression.

In the five-month Navigator Phase of the PPLI program, you are the Navigator mentoring a woman pilot with less experience than you (your mentee or protégée, or Captain). We will match you with a Captain for whom your experience will be most beneficial. As Navigator, you will give guidance, support, and encouragement to your Captain as she develops a plan to pursue her goals. You will continue with your Flight Plan and complete your Leadership Activities in this last session in the PPLI.

By mentoring another woman pilot, you will have an opportunity to:

- Pass along the mentoring and support you received, or become the mentor you wish you had.
- Share enthusiasm for your pilot career, and catch enthusiasm from another.
- Gain perspective on how far you have progressed, and reinforce your competency and expertise.
- Develop as a leader and learn by teaching others, much as flight instructors do.
- Help another woman pilot to avoid mistakes, persevere through difficulties, and reach important goals.
- Build a mutually beneficial relationship with someone who may be able to help you in the future.
- Enjoy the success of others, knowing you contributed to making it happen.

LEADERSHIP

Every crewmember contributes to the success of a flight, and needs to be committed to the mission, support the captain or team leader, contribute to decision-making, and coordinate her efforts with others. The pilot-in-command is leader of her crew, and needs to motivate team members, communicate effectively, and supervise group efforts to complete a successful flight. When you're adept at teamwork in both the supportive and leadership roles, you will more easily advance to better jobs and into instructor, check pilot, flight department manager, and executive positions.

During your entire time in the PPLI program, you will work on developing your leadership, teamwork, and organizational skills volunteering in the aviation community, choosing activities of interest to you:

- ✓ In your "Co-Pilot" Leadership Activities, you will be helping a group, serving on a committee, or working on your own to contribute to the completion of a project or organization of an event.
- ✓ In your "Captain" Leadership Activities, you will be coordinating, organizing, or leading one or more other people while taking responsibility for a group or completion of a project or putting on an event.

- ✓ We strongly prefer that you devote your leadership efforts to The Ninety-Nines. However, you may choose to take on comparable volunteer roles in other aviation organizations, such as your pilot union, Civil Air Patrol, airport community advisory board, etc.
- ✓ Credit will be given for Leadership Activities completed up to 12 months prior to entering the PPLI.
- ✓ Leadership development is an integral component to the 99s Professional Pilot LEADERSHIP Initiative and is required for graduation. *NOTE: Senior Navigators (only) are exempt.*

By improving your skill as a team player and leader in the PPLI, you will:

- Enjoy fun activities and share your enthusiasm for aviation with others.
- Learn how best to make a contribution to the success of a team.
- Learn to motivate and organize individuals and teams, and to lead them.
- Develop careers skills in event planning, public speaking, and written presentations, according to your interests and/or desire to improve in a particular skill area.
- Gain self-confidence, and earn validation as a leader in aviation.
- Build and strengthen your network of people at all levels in aviation.
- Make your contribution to increasing the presence of women pilots in the aviation community.

SENIOR NAVIGATORS

If you are a professional woman pilot and feel that you are in a good position to mentor another woman pilot or have achieved your career goals, you are encouraged to participate as a Senior Navigator for one or more half-year sessions.

The PPLI offers you an opportunity to share your expertise and enthusiasm with a woman pilot who can benefit from your broad experience. The goals of the participants are wide-ranging, and we welcome Senior Navigators with experience as mothers, furlougees, and retirees and in diverse areas, including aerospace, airline, bush, charter, corporate, flight instruction, fractional jet, government agency, helicopter, and military aviation. Here is your chance to share how you found success as a pilot.

NOTE: Senior Navigators do not pay the participation fee, and are not expected to complete Leadership Activities. Membership to The Ninety-Nines is required.

PROGRAM OUTLINE & TIMETABLE

You may apply to begin the program prior to either of the two Mentoring Sessions per year:

Apply by January 31—begin with Mentoring Session A

Apply by July 31—begin with Mentoring Session B

Mentoring Session A: February 1–June 30 Mentoring Session B: August 1–December 31

The PPLI Coordination Team selects new participants; resources are limited and not all applicants can be accepted. A new participant starts as Captain and is matched with a Navigator or Senior Navigator. Thereafter the PPLI Coordination Team will evaluate her progress and place her accordingly.

Each participant is expected to complete a session as Captain, a session as Navigator, and finish her Leadership Activities, graduating after two sessions (12 months). In some cases, a participant will take one session in the Captains' Circle, graduating after three sessions (18 months).

It is likely that Captain and Navigator mentoring partners will not live near each other. You will be expected to use all available resources, including email, postal mail, telephone, and, when possible, attendance at regional aviation events, to communicate and interact with your mentoring partner. The PPLI Program Team will attempt to match mentoring partners within the same country, but when that is not possible, phone calls are optional.

PPLI FAQs

How far along in my career do I need to be in order to participate?

This program is for any woman who has not yet achieved her professional pilot career goal and would benefit from mentoring and leadership development. You could be a student pilot who intends to pursue a professional pilot career or a high-level professional pilot seeking to advance into management, or anything in between.

I really need some mentoring right now. Can I just complete the Captain Phase?

No. This program aims to help individuals and also to build our community of women pilots. To achieve those ends, we will consider only applicants who are willing to give and receive mentoring guidance and develop as leaders, making a commitment to complete the entire PPLI program.

I want to commit to the whole program, but I'm really busy. What can I do?

You will be getting many benefits from this program. Only you can weigh those benefits against the time, effort, and cost to participate. Think of it as a training investment that will pay you large future dividends.

What if I have a major scheduling issue, such as a lengthy flight training course or a new baby?

If you anticipate undertaking a major commitment, such as a lengthy (4-6 weeks) flight training course or an addition to your family, please delay your application until the next session. Unexpected scheduling conflicts will be handled on a case-by-case basis by the PPLI Coordination Team.

Will my mentor help me get a job?

This is not a job placement program. Your mentor is a guide, not your “in” at a particular company. You are expected to learn how to help yourself and acquire the skills and knowledge to advance on your own. Keeping your own “life’s job” in perspective will get you farther in the long run.

Is the relationship with my mentoring partner open-ended?

The structured mentoring session ends after five months. At that time, you may continue in your mentoring relationship by mutual agreement, but this is not required of either one of you.

I am financially strapped. How can I afford to participate?

Here are some cost-saving ideas:

- We offer a limited number of PPLI participation fee waivers each session. Request a fee waiver on the Application form.
- Free or low-cost email accounts are available through Juno, Yahoo!, Google, and others. Your public library may have free or low-cost computer usage that provides web/email access.
- If you have a cell phone with low-cost evening and weekend minutes, you can plan to make your telephone calls during these times.
- Ask your 99s Chapter if they can support your participation with a scholarship.

At this stage in my life, I'm ready to help others. Can I simply be a mentor to another woman pilot?

Yes! We sincerely appreciate your willingness to mentor other women pilots. Please complete the Senior Navigator Application. You may participate for one session or repeated times.

APPLICATION & PARTICIPATION CRITERIA

Just as your pilot career does, participation in The 99s Professional Pilot Leadership Initiative demands your considerable, sustained commitment. You must meet these criteria and agree to the following:

- ✓ **99s Membership:** You must maintain membership to The Ninety-Nines throughout participation in the program, and have started or be planning on a professional pilot career. If you are not currently a 99s member, please join right away. Call 1-800-994-1929 or go to www.ninety-nines.org/join.html.

- ✓ **Participation Fee:** New participants accepted into the program pay a one-time participation fee of US\$20 (Senior Navigators excepted).
- ✓ **Email Access:** You will need regular (at least once per week) email access to communicate with the PPLI Coordination Team and your mentoring partners.
- ✓ **Internet Access:** You will need regular internet access and access to the Members Only area of the 99s Website to view or print the program materials, which are in Adobe Acrobat PDF format.
- ✓ **Telephone Calls:** At least monthly, you must communicate with your mentoring partner by telephone, which will likely incur long distance phone charges. These charges will be shared between mentoring partners by mutual agreement. (An exception is made when your mentoring partner is not in your country.)
- ✓ **Commitment to Mentoring and Career Development Activities:** It takes time and effort to build mentoring partnerships and learn new skills. During the two 5-month Mentoring Sessions of your Captain and Navigator Phases, we require a minimum of three communications per month, via email or telephone, with your mentoring partner. At least one of these must be a 20-30 minute telephone call (except when your mentoring partner is not in your country). In addition, you will be asked to read the program materials and complete the exercises on schedule. Plan to spend at least 4 hours per month on these activities.
- ✓ **Commitment to Leadership Activities:** When it comes to leadership, you learn by doing. Plan to spend 1-4 hours per month on your Leadership Activities throughout the program.
- ✓ **Communication with PPLI Coordination Team:** All PPLI participants are required to check in via email at least once per month with a designated member of the PPLI Coordination Team.
- ✓ **Professionalism and Discretion:** All parties are asked to respect confidentiality with sensitive personal information shared by mentoring partners.
- ✓ **Commitment to the entire program:** It will take you 12 months (in some cases, 18 months) to complete the PPLI program and graduate. You are expected to commit to continuing through the entire program to graduation, without taking any breaks.

ADDITIONAL INFORMATION

To reach the PPLI Team Leader, write to: Mentoring@Ninety-Nines.org.

This PPLI Fact Sheet is on the 99s Website: www.ninety-nines.org/careers/.

PPLI Applications are on the 99s Website in the Members Only area.

The 99s PPLI is a project of The 99s International Careers Committee: Careers@Ninety-Nines.org.

APPLY

If you are a 99s member pursuing or planning any professional pilot career and meet the requirements outlined in this Fact Sheet, you are encouraged to apply to the 99s Professional Pilot Leadership Initiative.

Application forms are on the 99s Website, Members Only Area. The preferred application method is by electronic submission, as you will be able to input your information directly onto the application on your computer and return it as an email attachment to Mentoring@ninety-nines.org. (Senior Navigator applicants: Please fill out and email the Senior Navigator application form.)

If you have difficulty with the application, please send an email to Mentoring@ninety-nines.org.

Application deadlines: January 31st and July 31st