

# Global Megatrends and Aviation

## The Path to Future-Wise Organizations

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FEDERAL MINISTRY OF  
**AVIATION**



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Air Transport Connectivity and Growth in West Africa

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**Megatrends are the global transformative forces changing the entire world, affecting everything: labor, assets & infrastructure, systems and processes, political and corporate structures and even human existence**



Identifying the potential impacts of a megatrend and preparing an organization or an industry to respond effectively is difficult — so difficult that in many cases, the challenge is being ignored

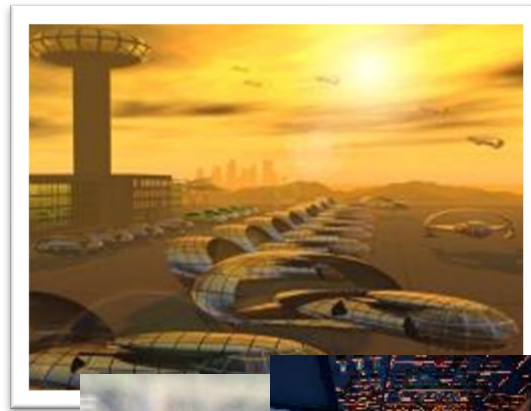
# Turbulence and Opportunity



Considering:



Then, what about ?

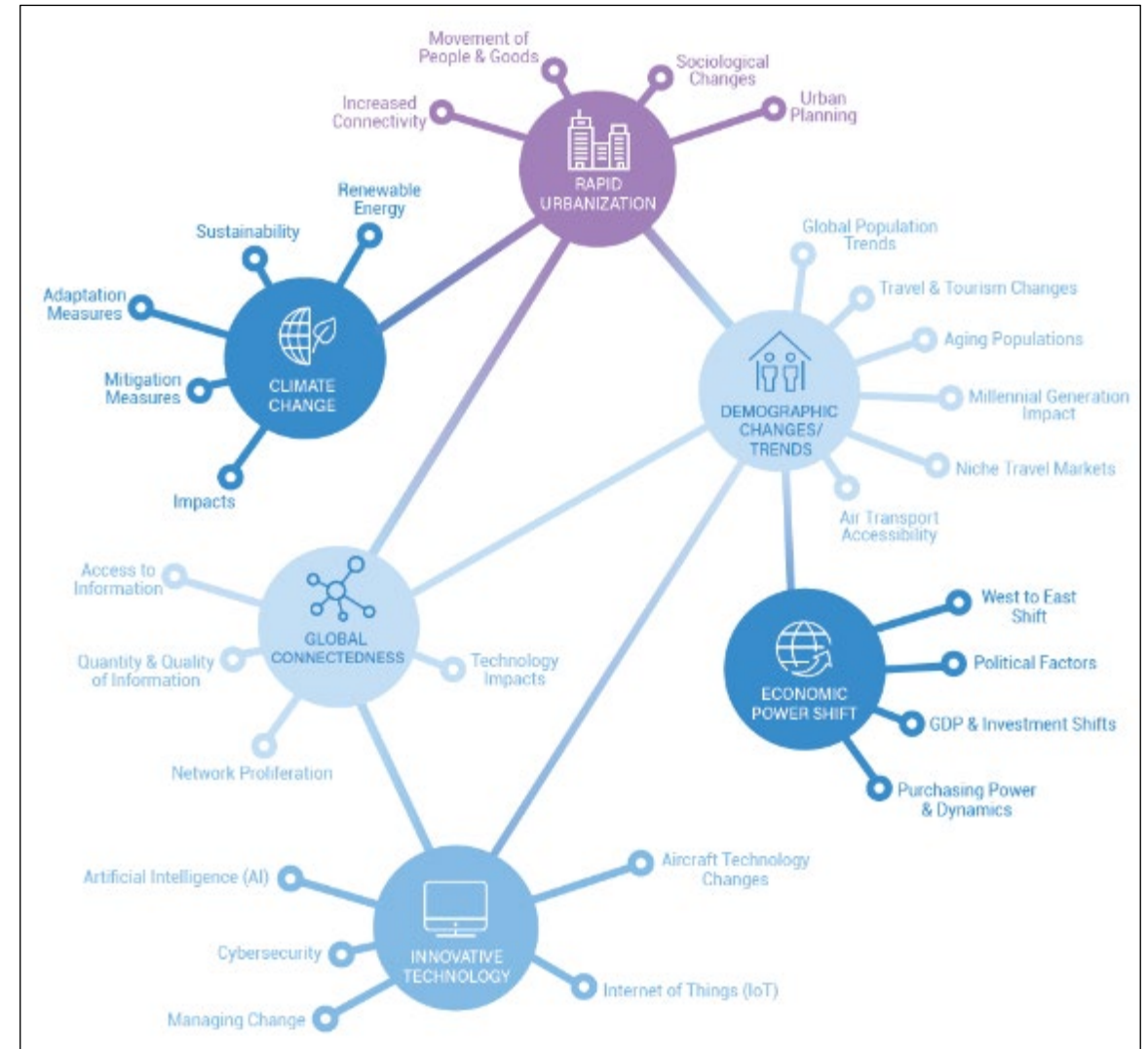


and ?

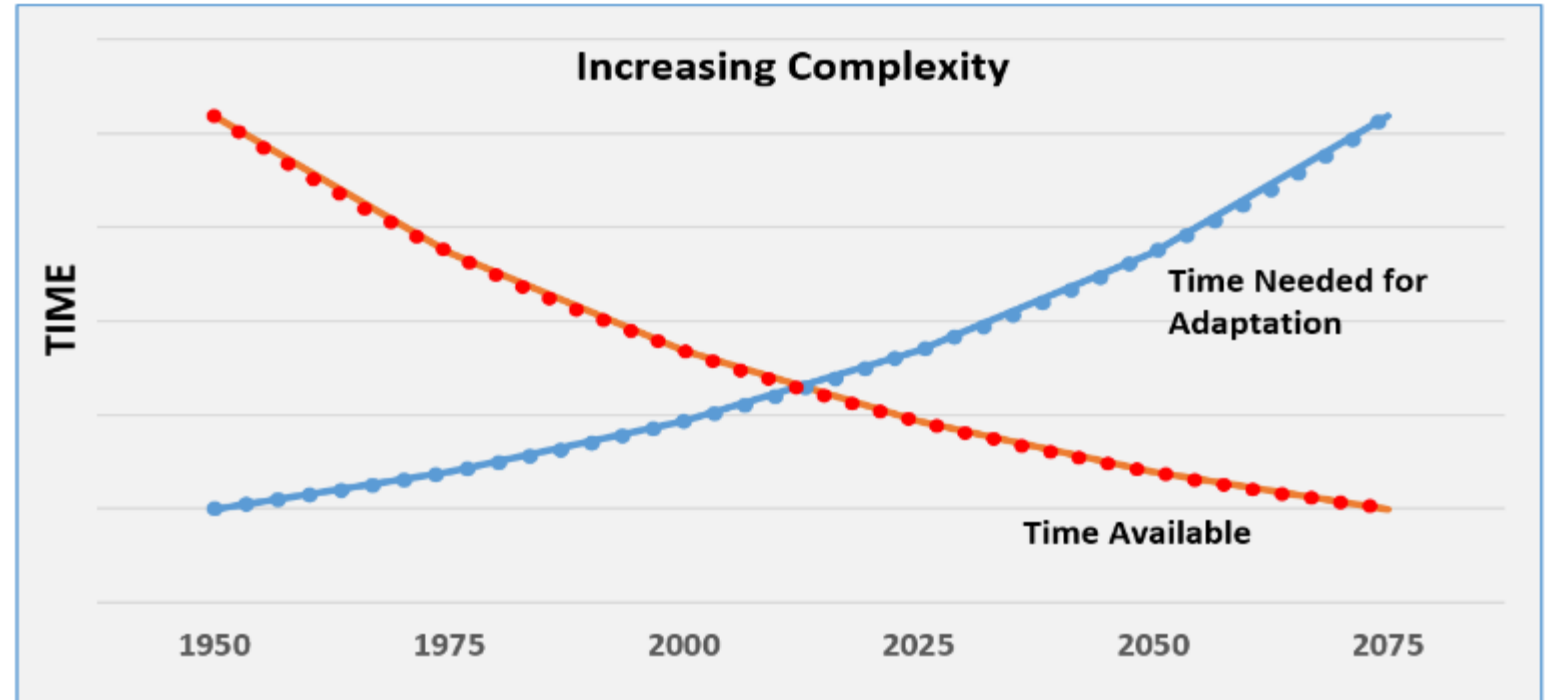


# The Global Megatrends

- Climate Change
- Global Economic Power Shift
- Rapid Urbanization
- Demographic Changes
- Innovative Technologies
- Global Connectedness



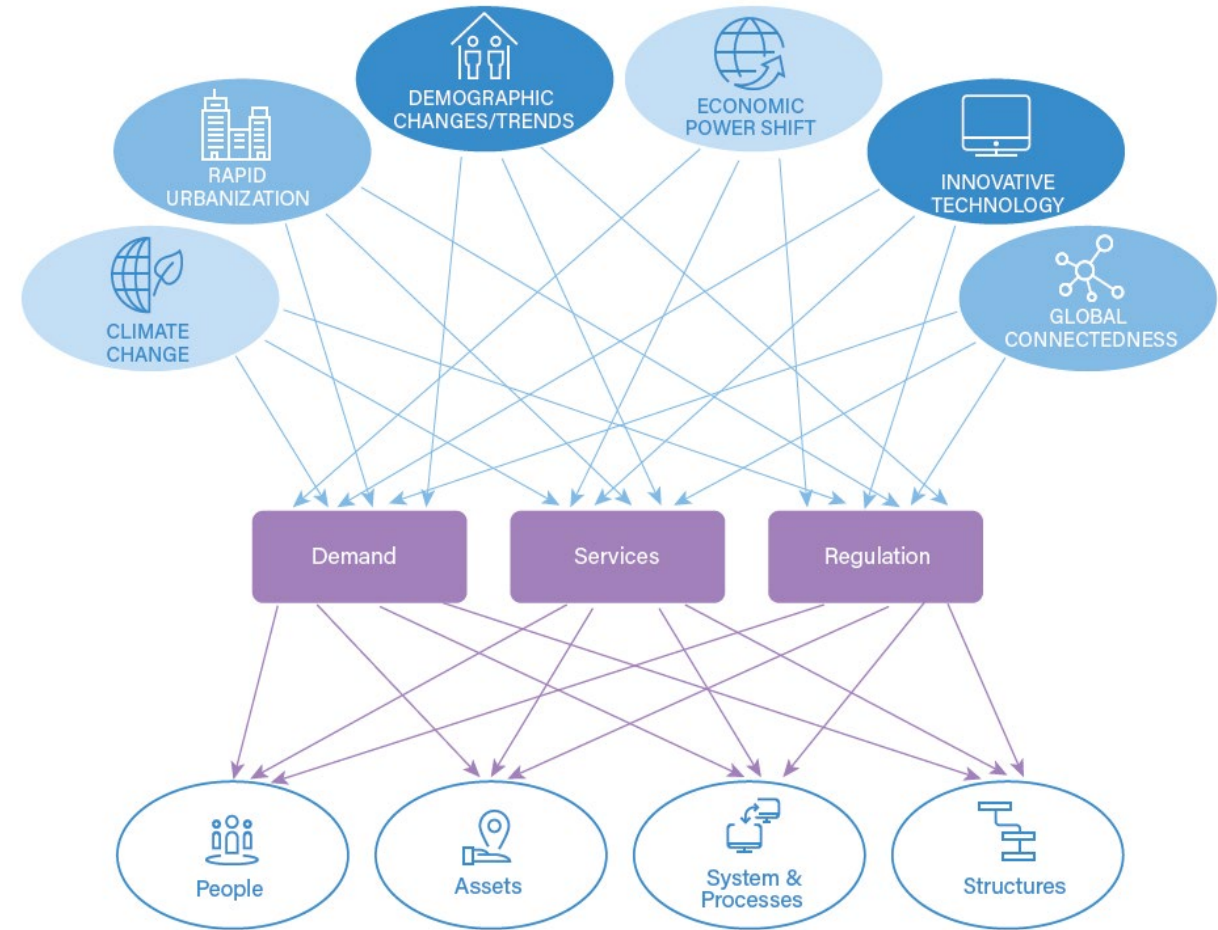
# Global Megatrends – Accelerated Pace

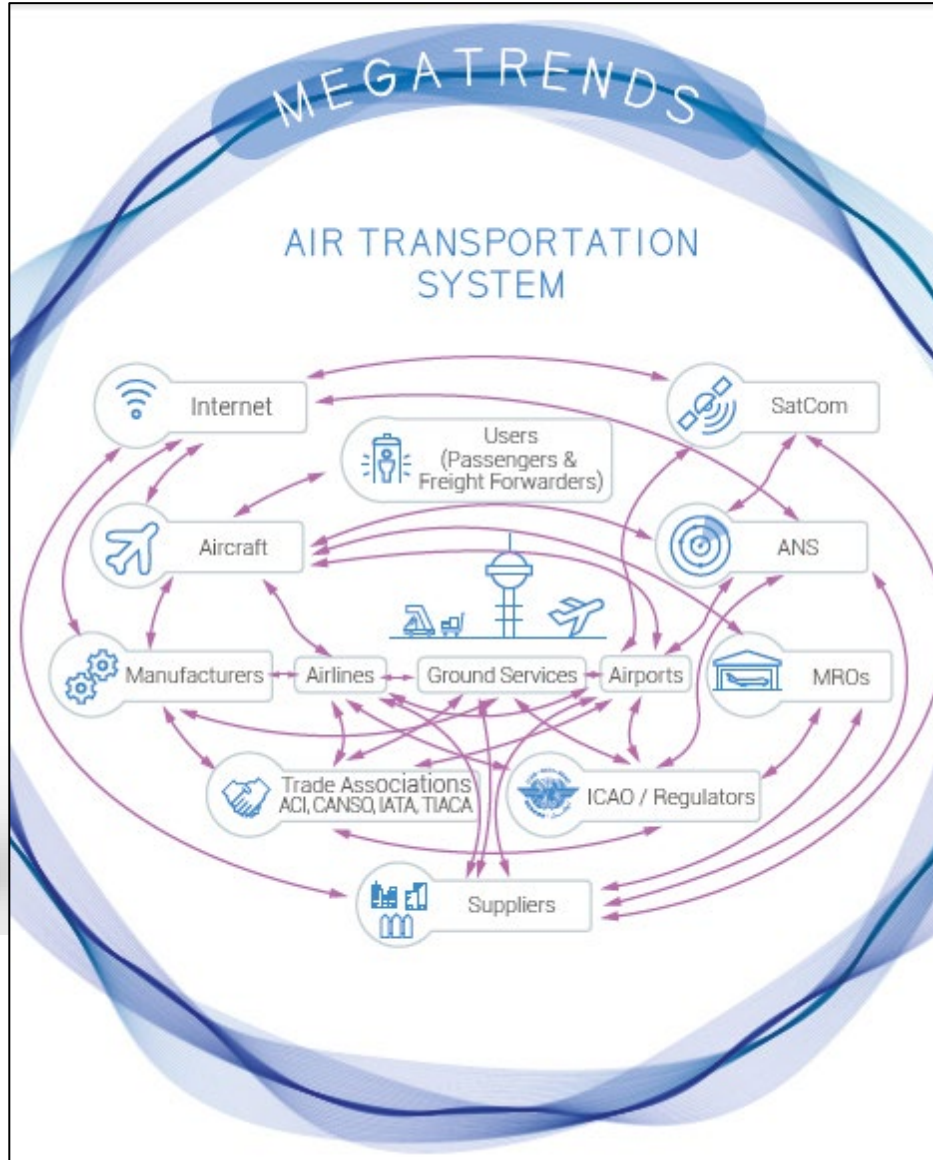


- Taken together, the megatrends mean complexity is increasing while the time available to adapt to the accelerating pace is reducing
- These trends will create both opportunities and challenges

# The Impacts of Megatrends on Aviation

- Impacts are all felt in changes in **demand**, in the **services** required or in **regulations**
- Our “toolkit” to respond is limited to:
  - **People** – numbers, competencies
  - **Assets/Infrastructure**
  - **Systems/Procedures**
  - **Structural** Changes to our organizations
- *Doing nothing is not an option*
- Major/significant transformations are needed to shift our organizations to a **future-wise stance**





Is Aviation a  
**Future-Wise**  
Industry?

# Future-Wise Areas of Excellence

AoE1: Systems Thinking

AoE2: Scenario Planning

AoE3: Future-Wise Strategic Management

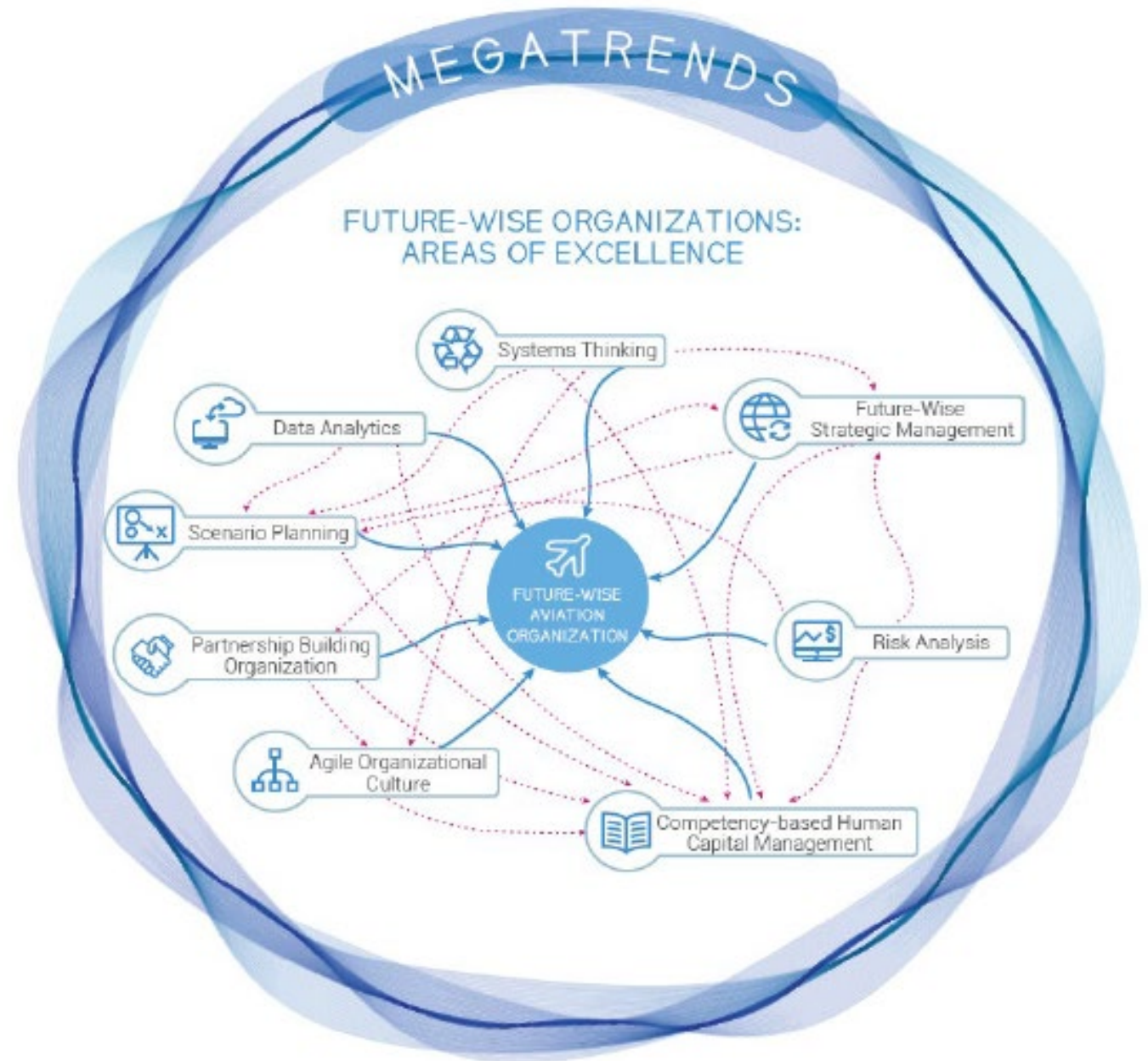
AoE 4: Competency-based Human Capital Management

AoE5: Data Analytics

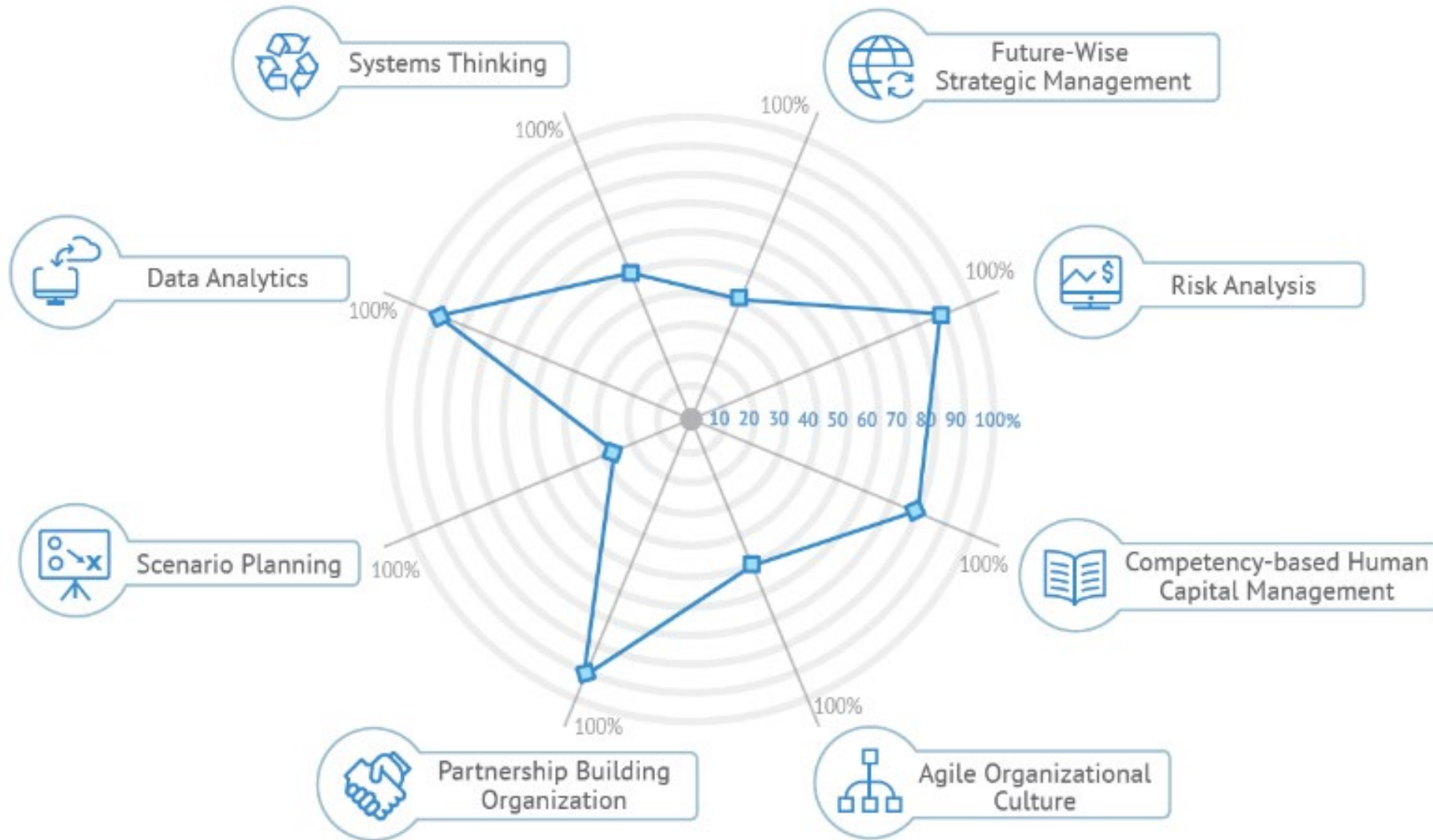
AoE6: Risk Analysis

AoE7: Partnership-based Organization

AoE8: Agile Organization Culture



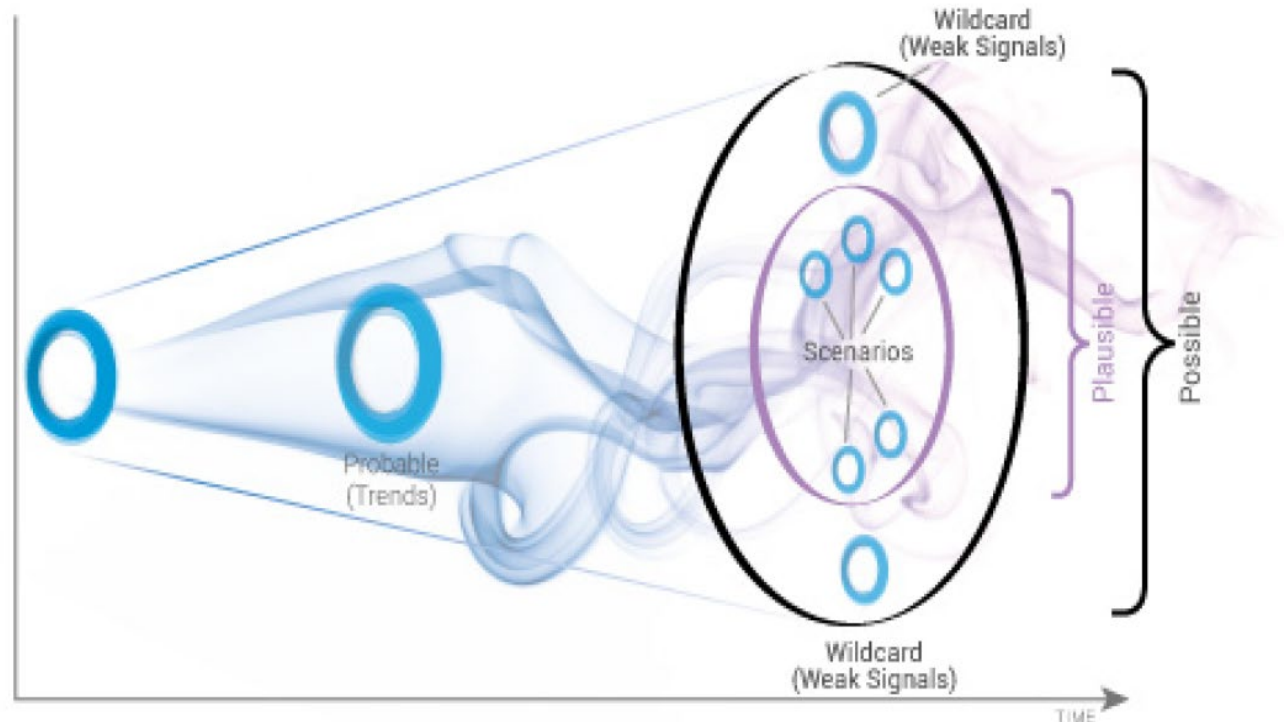
# Organizational “Future-Wise” Assessment



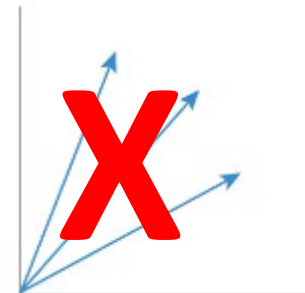
# Scenario Planning

- Scenario planning is a structured approach to develop plausible possible futures – unencumbered visualizations of the future, not trend analysis

- Needs to be part of strategic planning, capital investment decisions, financing decisions and human resource planning



**Trends Analysis:**  
Extrapolating from the past to the future



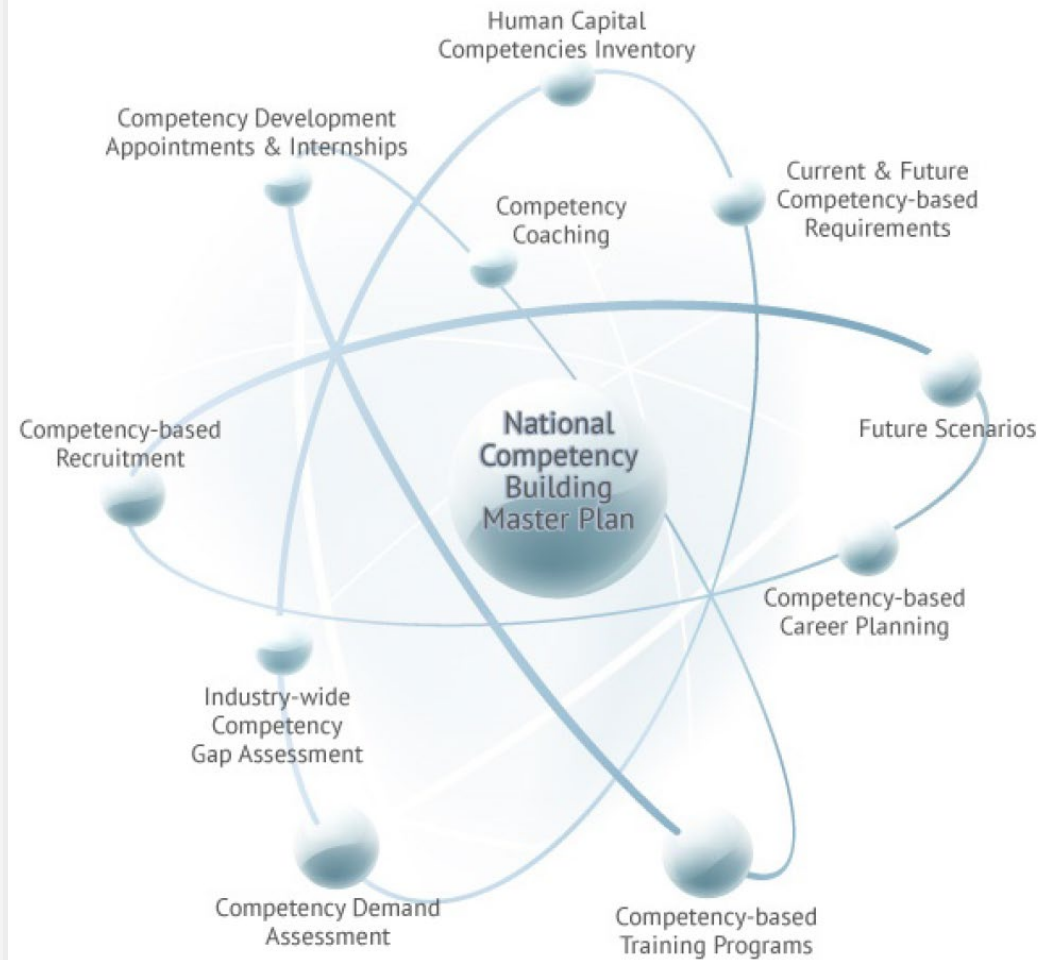
**Scenario Planning**  
Creating possible futures and assembling options



# Competency- Building Master Plans

## NATIONAL COMPETENCY BUILDING MASTER PLAN AVIATION SECTOR

*(Airlines, Airports, Air Navigation Service Providers, Regulators, Policy-makers)*

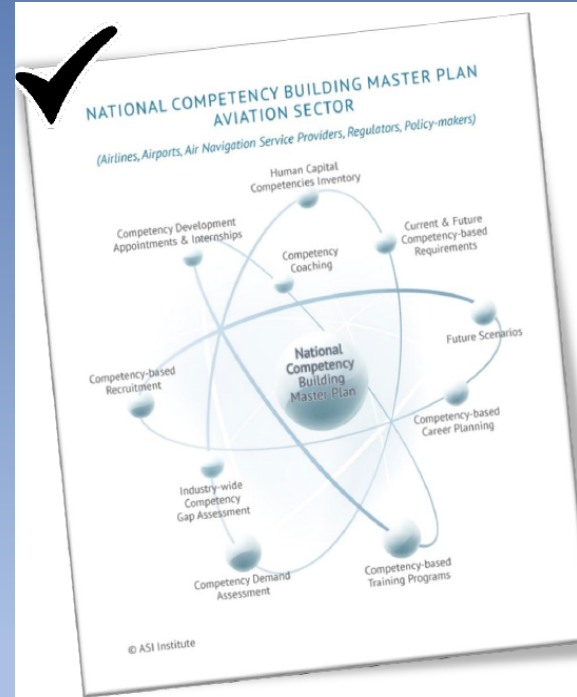


# Some Practical Points to Consider Going Forward

The **Future** will not be like the **Past**, therefore:

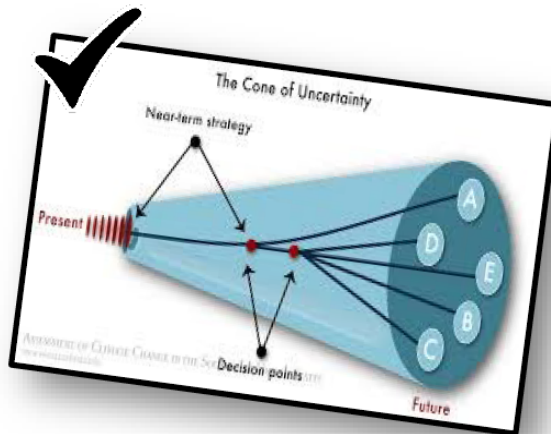


Aviation is entering a phase where **New Business Models** are needed because currently all Strategic Plans and Infrastructure Plans are **obsolete**



To be **Future-Wise**, Countries and Aviation Organizations must develop **Competency-Building Master Plans** because the **competencies of the future are vastly different** from the traditional ones

All new plans must be **scenario-based** and consider **several plausible alternative futures**



# Thank you

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