

Robert Breitbach Consulting

International Executive Search

February 2020

RBC Newsletter for the Aviation & Aerospace Industries



Table of Content

- Human Resources Training and Development
- Calendar of Events
- Personnel Merry-Go-Round
- From Around the World
- Who We Are
- Legal: Source List & Links

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Human Resources Training and Development

by Sowrabh Sharma, United States ⁽¹⁾

The recruitment of resources holds the key area of functioning in the human resources strategy of any business. The growth of the organization depends on the utilization and proper placement of resources as part of the human resources strategy. Every organization strives to spend considerable amounts in documenting human resources functions as the rightly developed resource contributes on a higher level. The recruitment of the fresh resources poses several key challenges to any firm. The resources need to be well equipped as per the human resource training and development plan. This methodology provides all the necessary functional information to the resource to manage the day-to-day work and attend to tasks independently.



2/9

HR training and development take part in business growth

There is considerable importance attached in any organization on the human resources training and development as the individual resources provide valuable insights and take part in the growth of the business. Though the business progress evolves around the environment in which it operates the functioning and observance of human resources strategy and its update immensely helps the firm. The human resources strategy comes in handy for the organization to be identified among its peers and symbolizes to the cherished values that it subscribes to. Many of the firms who extend support to causes like environmental concerns operate beyond their business goals to work with society. This will be done by incorporating such noble thoughts and ideas in their business development plan. This enables the employees to identify them with such causes and work towards their success.

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Higher returns to the company

The growth of the companies depends entirely on the functioning of human resources and how fast they react to the changing situation in which they are operating. Any unskilled person if given proper training as part of human resources training and development program of the company, such resources deliver higher returns to the company. Though in the short run it takes a lot of time and attention in honing the skills of individuals is necessary, such focused approach molds the individual to develop character and to attend the tasks enlisted by the company with confidence.



3/9

The results must be shared

The driving force behind all the good work will have an intricate design and a well-crafted human resources strategy ensures that the trained resources deliver on their targets in a specified timeframe. As the human resources training and development involves considerable costs to the organization, the training must identify measurable targets for the individual resources. Each time when the resource completes a task, the results must be shared. As the scope of training enshrines guidance, a trainer must identify quickly the areas of improvement and continue to guide the resource to get expected results. The close observation and guidance ensure better results and the returns on the investments made in human resources development will help the company to make gains in its business. Well informed and trained resources will be able to function independently in all areas of business. This will help the company to plan and assign tasks that require independent functioning of the resource. A trained person brings measurable returns that the company expects and incentive such contributors working for business growth.

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Calendar of Events

February 07 - 09
Buckeye Air Fair
Buckeye, United States

February 11 - 13
Auto Aero
Farnborough, UK

February 18 - 19
Air Retail Show
Singapore

February 22 - 26
Aerospace & Aviation Days
California City, United States



4/9

March 04 - 08
IADE Tunisia
Mellita, Tunisia

March 08
Tyabb Air Show
Tyabb, Australia

March 18 - 19
Logistic Summit & Expo
Mexico City, Mexico

March 18 - 19
AmCon
Cincinnati, United States

March 18 - 19
Aerospace Technology Week
Munich, Germany

March 24 - 26
Foam Expo
Novi, United States

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March 31 – April 02
Aircraft Interiors Expo
Hamburg, Germany

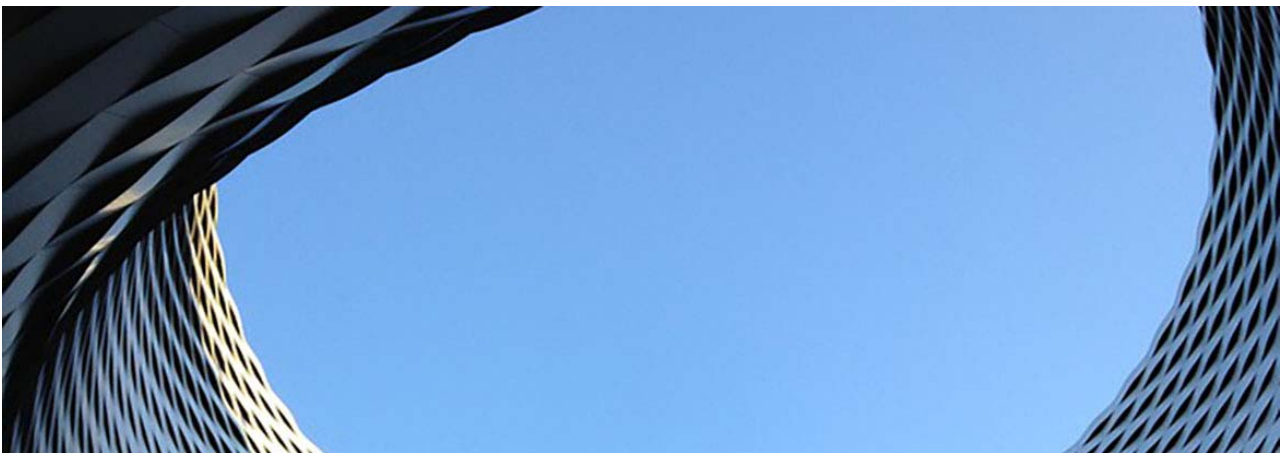
April 02
Aerospace Career Fair
Murfreesboro, United States

March 31 – April 05
Sun n Fun Aerospace Expo
Lakeland, United States

April 01 - 02
Global Robot Expo
Madrid, Spain

April 01 - 04
AERO Friedrichshafen
Friedrichshafen, Germany

April 06 - 08
Sea-Air-Space
Washington D.C., United States



5/9

April 10 - 12
Warbirds Over Wanaka
Luggate, New Zealand

Ma 02 - 03
Planes of Fame Airshow
Chio, United States

May 12 - 14
ISTAT Asia
Hong Kong

April 15 - 17
AeroTech
Nagoya, Japan

May 02 - 03
Ford Lauderdale Air Show
Fort Lauderdale, United States

May 12 - 17
European Aeronautics Days
Schönefeld, Germany

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Personnel Merry-Go-Round

Pasi Nopanen will be the new Sales Director Asia for Finnair Cargo, effective March 9. Previously, Mr. Nopanen was Vice President Sales for Qatar Airways.

Dann Runik left *FlightSafety* International and will be replaced by **Brian Moore** as Senior Vice President Operations, effective immediately

Effective January of 2020, **Jost Lammers** is the new President and Chief Executive Officer of FMG *Flughafen München GmbH* (Munich Airport).

International Airlines Group (IAG) announced that **Luis Gallego**, Chief Executive Officer of Iberia, will take the role of CEO at *IAG* in the second half of 2020.



6/9

James Viola was appointed President and Chief Executive Officer of *HAI Helicopter Association International*. He succeeded **Matthew S. Zuccaro**.

From Rolls Royce North America to HAECO Americas: **Todd Navin** was welcomed as new Chief Financial Officer, effective January 2020.

Dubai Airports (DXB) announced the appointment of **Jose Oller y Sanchez** as Executive Vice President for Service and Operations.

Kenneth Charles is the new Chief Inclusion and Diversity Officer for *American Airlines*. Mr. Charles previously was a Vice President at *US Bank*.

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From Around the World

Laura Ash of the internet portal *Simple Flying* is confident that the Chinese aviation market will bounce back after its collapse and significant financial impact.

“How China’s Aviation Market Will Rebound After Coronavirus”

Please read full article, published by **Simple Flying** ⁽²⁾

Patrick Whyte on *Skift* asks: *“Aviation Wants Us to Trust It to Fix Its Own Green Problems: Should We?”*

“... in 20 years’ time, will we all look back on an era of frequent flying as one of dangerous excess...?”

Please read full article, published by **Skift Network** ⁽³⁾



The **Chiang Rai Times** give us an interesting insight about “How The Wright Brothers Contributed to Aerospace Fittings Industry”.

“... aluminum engine was breakthrough... aluminum widespread in aerospace...”

Please read full article, published by **CTN News** ⁽⁴⁾

Peggy Hollinger of the *Financial Times* tells us that the *“Aerospace industry fires Brexit warning shot at Johnson”*.

“...it would take a decade to create UK safety authority with expertise of EASA...”

Please read full article, published by **Financial Times** ⁽⁵⁾

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Who We Are

Since 1993, Robert Breitbach Consulting has been specializing in international recruitment of executives and highly qualified personnel, on retained basis.

We work through our offices in Germany, Spain and Estonia as well as with a partner network throughout Europe, the United States, Asia and the Middle East that has been built over a period of more than a quarter of a century.

Please visit our website at www.breitbach.com. It goes without saying that we are happy to answer to your inquiries via telephone or email.



„ Trust is a tender plant. Once destroyed it is slow to grow back. “
Otto von Bismarck (1815 – 1898)



Staffel House in Bad Honnef, Germany

8/9

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Sincerely,
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Please contact us via email info@breitbach.com if you would like to contribute to our next newsletter. We appreciate all kind of information around the industry or even an editorial contribution.

Articles and Editorials

⁽¹⁾ Courtesy of Sowrabh Sharma, United States

⁽²⁾ Courtesy of Simple Flying: www.simpleflying.com.

⁽³⁾ Courtesy of Skift: www.skift.com.

⁽⁴⁾ Courtesy of CTN News: www.chiangraitimes.com.

⁽⁵⁾ Courtesy of Financial Times: www.ft.com.

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