

Leadership and The Next Generation of Aviation Professionals

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SAN DIEGO INTERNATIONAL AIRPORT

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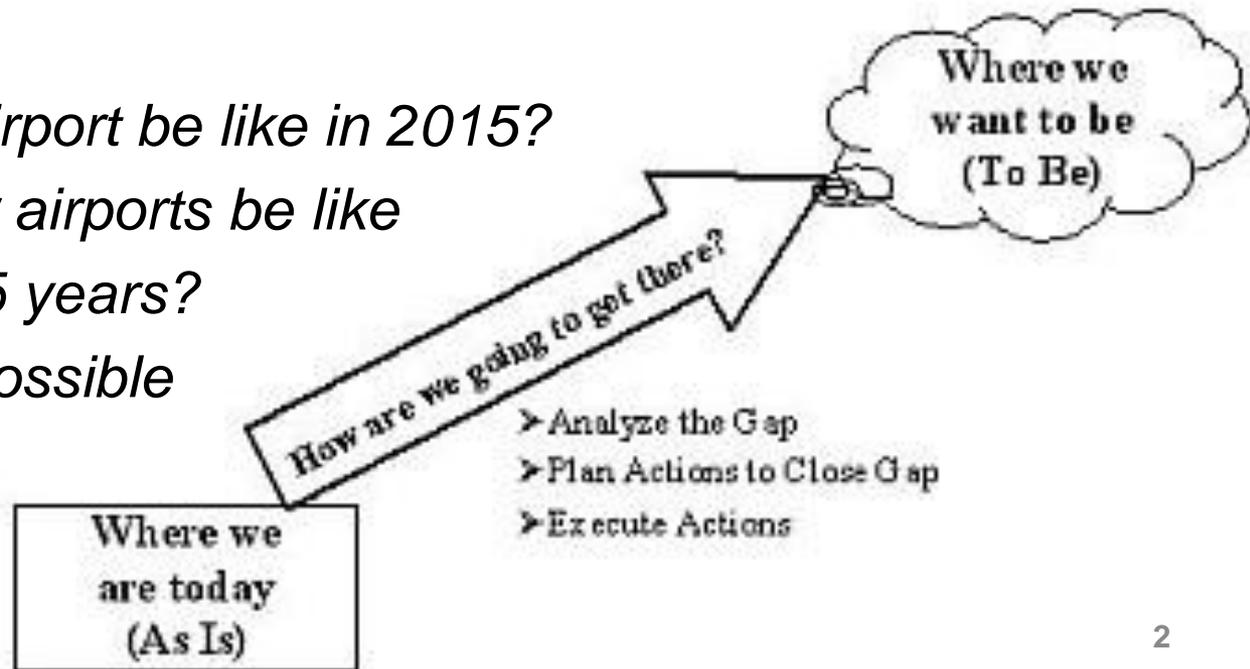
Presentation

1. What worries me at night?
2. What does the future hold?
3. Trends impacting airports
4. Sustaining San Diego International Airport –
what we're doing
(video)
5. Conclusion



What worries me at night?

- Sustaining the organization into the future
- Strategic Workforce Planning
 - An approach to organizational sustainability
 - Importance of understanding both internal & external factors
- “Futuring”
 - *What will our airport be like in 2015?*
 - *What will **other** airports be like in 5 ... 10 ... 15 years?*
 - *Preparing for possible futures*



What does the future hold for airports?

- Global trends
 - Economic uncertainties
 - Evolution of airline industry
 - Technological advances
 - Geopolitics
 - Demographic shifts
- Regional trends
 - Importance of understanding trends relevant to *your* airport ... *your* region



*Through it all, our challenge
is to remain an **employer of choice.***

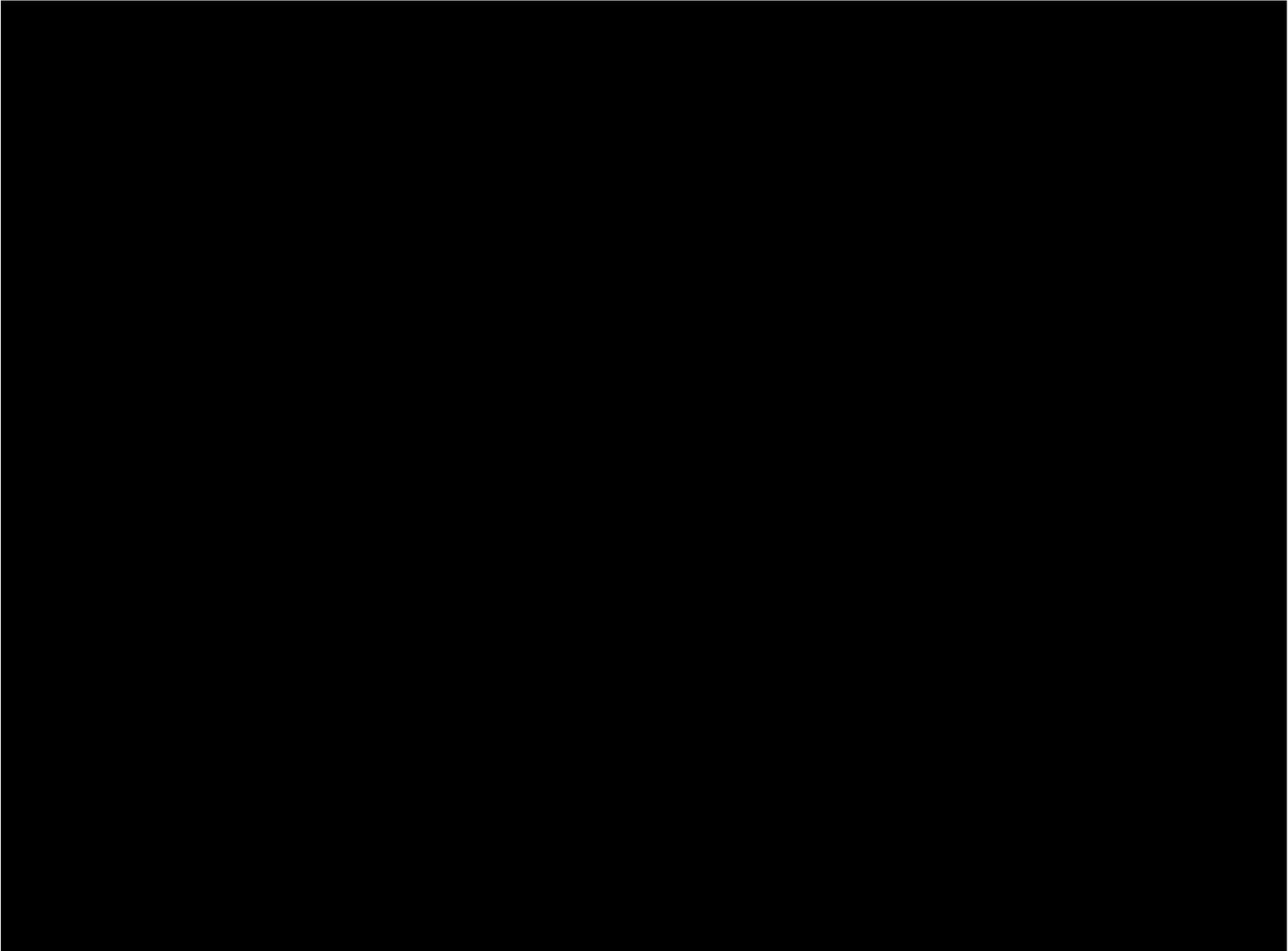
Trends impacting North American airports

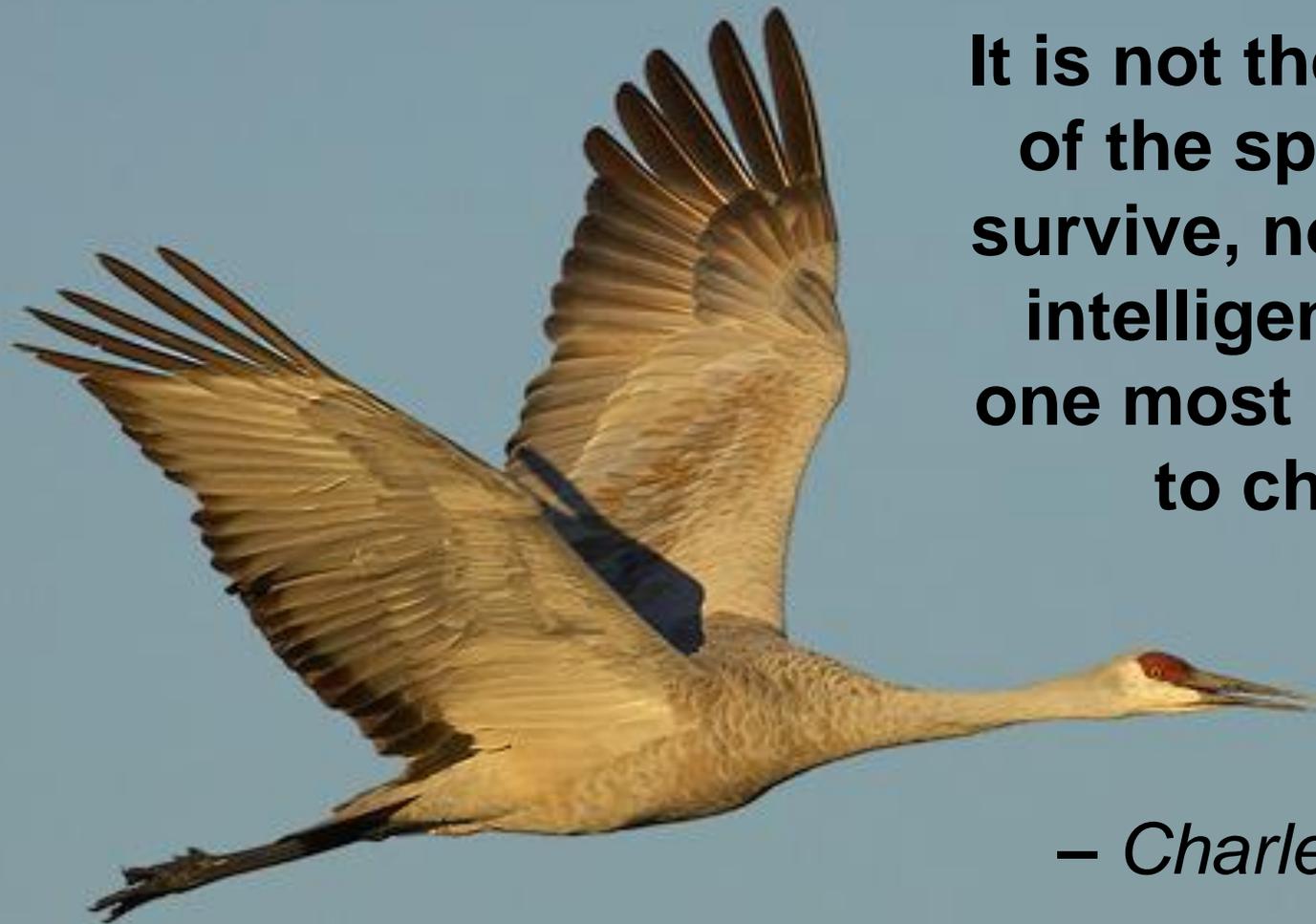
- Workforce challenges
 - Exodus of Baby Boomers
 - *How do we retain/transfer their knowledge?*
 - Generation Y entering the workforce
 - *How do we marshal their talents?*
- Future of Aviation Advisory Committee
 - Convened by U.S. Secretary of Transportation
 - Labor and World-Class Workforce Subcommittee
- Airport financing challenges
 - What is ACI-NA doing?
 - Advocating more local control of airport funding
 - Enhancing public awareness of economic role of airports
- Ongoing security impacts



Video

Sustaining San Diego International Airport: *What's Working for Us*





**It is not the strongest
of the species that
survive, nor the most
intelligent, but the
one most responsive
to change.**

– *Charles Darwin*