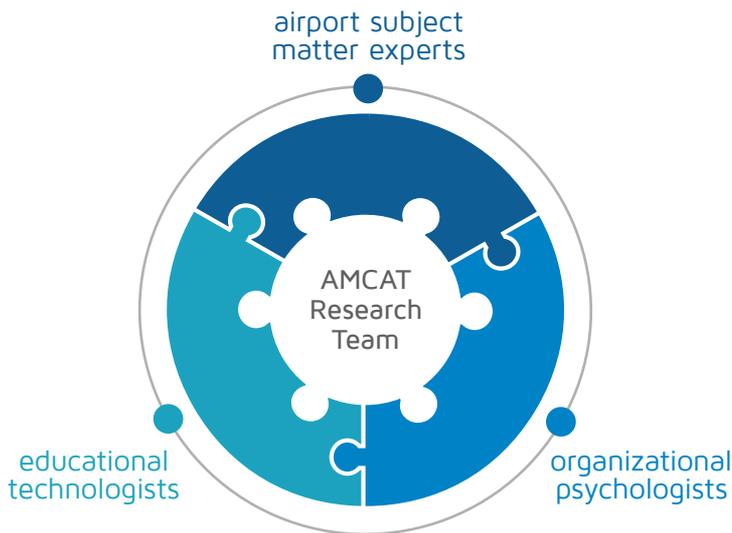# amcat

TEST, DEVELOP, EXCEL

AIRPORT MANAGEMENT COMPETENCY ASSESSMENT TEST

www.amcat.aero

AMCAT
Airport Management Competency Assessment Test

airport subject matter experts

AMCAT Research Team

educational technologists

organizational psychologists

AMCAT is a comprehensive testing system designed to determine the professional development requirements of airport managers.

AMCAT is based on over a decade of extensive empirical research developed by a team of airport subject matter experts, organizational psychologists and educational technologists.

A Comprehensive Measurement Tool

AMCAT is comprised of a series of validated measurement tools that assess airport managers on three dimensions:

- Airport management knowledge
- Leadership personality
- Managerial judgement

Individual and group reports, paired with tailored guidance, provide a highly focused status report of an airport's management team, as well as valuable insight for effectively addressing critical issues such as:

- Competency development
- Performance improvement
- Leadership development
- Succession planning

Air Transport System

Aviation Law & Regulation

Strategic Planning

Safety & Emergency Planning

Security Management

Airside Operations

Terminal Operations

Maintenance Management

Planning & Development

Marketing & Air Service Development

Commercial Development

Financial & Business Management

IT Systems Management
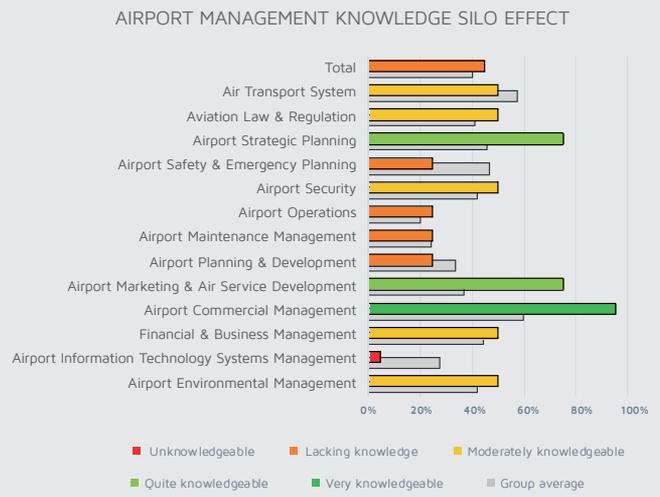
Environmental Management

Individual and Team Performance Measures

High-performance airports rely on the strong collaboration of multidisciplinary teams composed of high-performing individuals from various backgrounds and specialties. To achieve superior business results, teams are focused on their goals, taking into account rigorous industry best practices and national regulations. AMCAT captures a clear image of strengths and developmental areas for both teams and individuals.
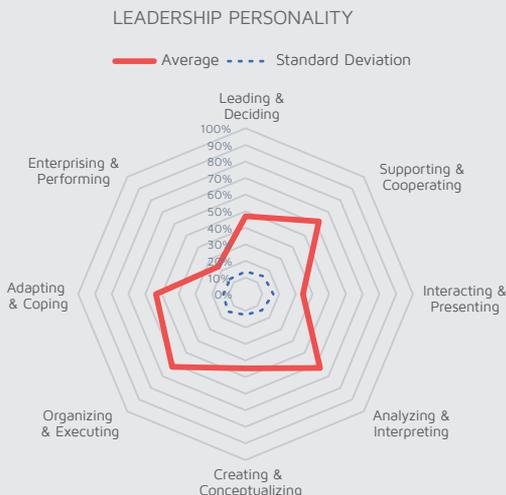
SAMPLE REPORTS

AIRPORT KNOWLEDGE

Reports, generated for both individuals and for the management team, provide insight about the candidates' level of knowledge on the 14 areas of airport management. A report on silo effects within the group can also be provided.
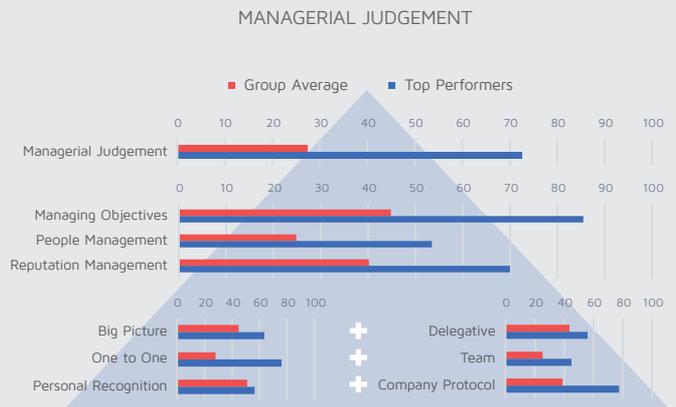
AIRPORT MANAGEMENT KNOWLEDGE

— Average   - - - - Standard Deviation

AIRPORT MANAGEMENT KNOWLEDGE SILO EFFECT

- Total
- Air Transport System
- Aviation Law & Regulation
- Airport Strategic Planning
- Airport Safety & Emergency Planning
- Airport Security
- Airport Operations
- Airport Maintenance Management
- Airport Planning & Development
- Airport Marketing & Air Service Development
- Airport Commercial Management
- Financial & Business Management
- Airport Information Technology Systems Management
- Airport Environmental Management

0% 20% 40% 60% 80% 100%

■ Unknowledgeable   ■ Lacking knowledge   ■ Moderately knowledgeable
■ Quite knowledgeable   ■ Very knowledgeable   ■ Group average

LEADERSHIP ABILITIES

The leadership personality component of the report indicates managerial and interpersonal leadership abilities.

LEADERSHIP PERSONALITY

— Average   - - - - Standard Deviation

MANAGEMENT COMPETENCIES

The ability of managers to make effective decisions when handling real-life situations is evaluated through the managerial judgment component.

MANAGERIAL JUDGEMENT

■ Group Average   ■ Top Performers

The Big Picture

AMCAT's main focus is to identify performance strengths and gaps to help an airport develop its managers to meet ongoing and future challenges.
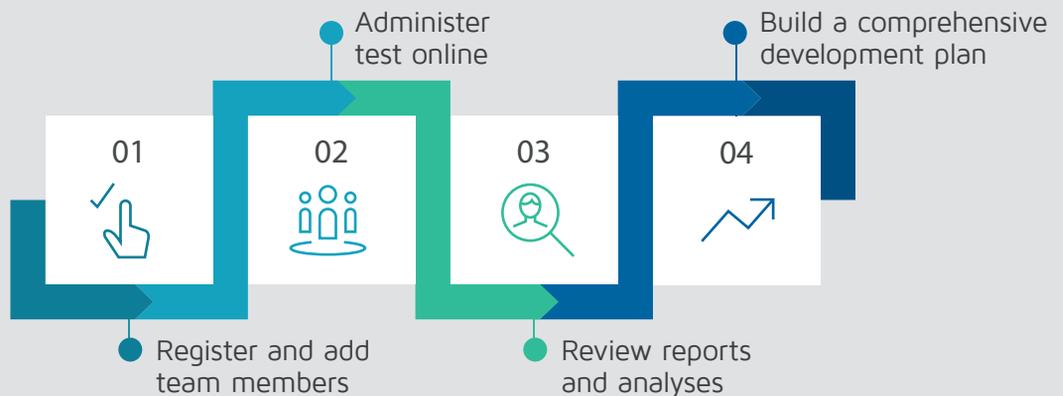
Benefits & Advantages

- A tool uniquely designed for the airport industry and its particular requirements

- An accurate measure of airport management knowledge, leadership personality, and managerial judgement

- A clear image of gaps and development areas benchmarked against high-performance teams

- A computer-based half-day format with rapid turnaround of reports

- A tailored development plan with tips and the possibility to track progress over time

The Process

01 ✓ Register and add team members

02 Administer test online

03 Review reports and analyses

04 Build a comprehensive development plan

Tools developed by the ASI Institute and CEB Global

ASI INSTITUTE
A DIVISION OF AVIATION STRATEGIES INTERNATIONAL

The ASI Institute (ASI-I) is the aviation management competency building division of Aviation Strategies International (ASI). Our mission is to accelerate our clients' performance by providing tailored, objective and empowering services capitalizing on international best practices.