

COURSE BROCHURE

HPI

Human Performance Instructor Course

CAVU's five-day Human Performance Instructor Course develops selected internal champions into Human Performance subject matter experts, with a focus on leadership fundamentals, continuous improvement, team resource management, coaching, communication, and practical instructor skills.

DURATION	VALIDITY	LANGUAGES	DELIVERY	ACCREDITED BY
5 Days	N/A	English · Indonesian	On Request	CAVU International



Overview

Human Performance Instructor Course is a five-day CAVU International programme designed to create Human Performance subject matter experts within an organisation's own workforce. Inspired by the Navy Strike Fighter Tactics Instructor programme, commonly known as TOPGUN, the course is intended for selected personnel who demonstrate a high level of motivation, commitment, and competency.

The course is designed to help organisations build internal capability in Human Performance by developing personnel who can support leadership, continuous improvement, team resource management, communication, coaching, mentoring, and the practical application of CAVU tools within their own working environment.

CAVU describes Human Performance as individual or group actions in a given task as influenced by human and environmental factors. The HPI Course is founded on three core pillars of human performance optimisation: leadership fundamentals, continuous improvement, and team resource management.

This course is not intended for general attendance. Candidates should be nominated by their organisation and must complete the HPI Online Prerequisite Course before attending the in-person programme.

Who is it For?

This course is intended for selected personnel who will act as internal Human Performance champions, facilitators, coaches, or subject matter experts within their organisation.

Suitable participants may include:

- High-potential leaders selected by their organisation
- Safety and operational leaders
- Supervisors and managers responsible for team performance
- Personnel involved in leadership, safety, or operational excellence programmes
- Internal trainers or facilitators
- Personnel expected to support Human Performance implementation within their workplace

Course Delivery

The course is delivered over **5 days**. It may be held at the CAVU Center of Excellence in Virginia Beach, Virginia, USA, or delivered in-house at the client's location by CAVU coaches.

Training includes instructor-led sessions, discussion, coaching, student exercises, presentations, and practical application of CAVU Human Performance tools. The course is designed to develop both subject knowledge and the ability to communicate, coach, and support others in applying Human Performance principles in the workplace.

Learning Objectives

Upon completion and certification of the in-person course, participants will be prepared to act as Human Performance Instructors within their organisation.

Participants will develop knowledge and practical capability in:

- Understanding the foundations of Human Performance.
- Applying leadership fundamentals in support of operational performance.
- Using continuous improvement principles to support better work outcomes.
- Understanding team resource management and its role in improving team performance.
- Delivering Human Performance content using effective presentation and public speaking techniques.
- Communicating clearly and providing useful feedback.
- Applying coaching and mentoring skills.
- Supporting leadership alignment, including leading up within the organisation.
- Using CAVU tools, templates, videos, checklists, Leadership Roundtables, and Individual Action Plans.
- Preparing and delivering student presentations and practical exercises.

Course Content

HPI FOUNDATIONS

- Leadership Fundamentals
- Continuous Improvement (CI)
- Team Resource Management (TRM)

HPI SKILLS

- Presentation Techniques and Tips
- Public Speaking
- Communications
- Feedback
- Coaching and Mentoring
- Leading Up

HPI TOOLS

- Leadership PRO Videos
- CAVU Leadership, Continuous Improvement, and Team Resource Management Briefing Templates
- Checklist Development
- Leadership Roundtables (LRT)
- Individual Action Plans (IAP)
- Student Exercises and Presentations

Post-Course Support

Following completion and certification of the in-person course, CAVU offers annual standardisation checks where CAVU coaches observe the Human Performance Instructor in their own work environment.

HPI graduates are also invited to a biennial HPI Refresher Summit to review new material, techniques, and trends developed since their initial training.

Prerequisites

Participants must complete the **HPI Online Prerequisite Course** before attending the in-person Human Performance Instructor Course. This prerequisite course is a subset of the Leadership PRO Course.

Participants should be nominated by their supervisor or organisation and should demonstrate the motivation, commitment, and competency required for the Human Performance Instructor role.

Certificate

Participants who successfully complete the course and meet the required performance standards will receive:

- CAVU Human Performance Instructor certificate.

Ready to book?

Contact our booking team for the latest schedule and registration.

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