CTI

CREW TRAINING INTERNATIONAL

CTI is the leader in Crew Resource Management courseware development and training for the U.S. Air Force. Using our experience and expertise in CRM design and training operations we help the U.S. Air Force, Air National Guard, NATO and other elite Military Organizations accelerate their training performance to produce the world's finest combat-ready warfighters.

Recently, we spearheaded a three-year research project with the U.S. Air Force Research Laboratory to define, develop and evaluate the effectiveness of innovative alternative learning technologies.

This research project, which evaluated over 500 U.S. Air Force combat aviators, resulted in statistically significant lasting improvement (Kirkpatrick's Level III) in aviator performance at the end of the training through several of the innovative learning technologies. GemaSim was one of these technologies that proved statistical success in student critiques (Kirkpatrick's Level I), evidence of learning (Kirkpatrick's Level II), and positive change of behavior (Kirkpatrick's Level III) four to six weeks after the GemaSim training, during their final check ride.

The uniqueness of GemaSim is it allows the student to "experience" stress in a serious gaming environment, forcing students to apply the CRM knowledge learned in class. This is where "learning" occurs which can't be replicated in a classroom.

We recently applied the success of GemaSim to the NATO AWACS community which also responded very favorably. GemaSim was added as a capstone event at the conclusion of two-day instructor-led CRM training. These multi-culture crews found GemaSim to be the most powerful learning tool in helping them create effective teams by experiencing the cultural "filters" that abound under stressful conditions.

GemaSim is a well designed serious game that when designed as a "capstone" experiential learning tool has proved to be valuable in Crew Resource Management and team building.

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