



## Atria Learning and Development



**Team and partner**





## Our team and partner at Atria Learning and Development

We at Atria know that in nowadays constantly changing environment, no single 'expert' can provide solutions for every customer's needs. Consequently, we have decided to unleash the synergies between a strong 'in-house' team and our network of various innovative field experts.

### Our Atria 'in-house' team



*Roman Heil*

Portfolio Manager, expert organizational and personal development initiatives.



*Kor Wormmeester*

Master Mariner, expert crew resource management, training and personal development.



*Iris Tuinder*

Expert human resource management, coaching and behavioral analysis.



*Gregory Sevilla*

Master Mariner, expert teamwork and leadership onboard, learning and development onboard.





## Our cooperation partner

### Tata Interactive Systems



Due to the mutual design of our innovative learning instruments *TOPSIM-Human Element in Shipping Simulation* and *maritime QuizBiz*, we are proud to work together with the German and Swiss branch offices of Tata Interactive Systems (TIS). TIS is recognized as a thought leader and market mover in providing learning solutions and performance support design. Having worked with over 70 Fortune 500 companies, TIS provides expertise to help improve people performance through best-in-class learning solutions and integrated analytics. The company's innovative products and strategic learning advisory services drive people competency and learning & development process efficiency.

TIS has received 100 awards (including 38 Brandon Hall awards) over the years for its engaging and effective learning interventions. It has been featuring among the Top 20 Content Development Companies in the world for six consecutive years, Top 20 Training Outsourcing Companies globally since the last seven years, Top 20 Gamification Companies for the last three years and Top 20 Workforce Development Providers for one year.

### Lloyd's Register

#### Marine Training Services EMEA



In order to ensure the highest possible quality and credibility in training delivery, we are proud to cooperate with Lloyd's Register Marine Training Services EMEA for the course 'Leadership in Change Management', applying our *TOPSIM – Human Element In Shipping Simulation*.

In the three day 'basic' course maritime professionals are enabled to implement and communicate changes within their organization, assisting a more effective creation of a safety culture on board in order to optimize performance and reduce the risk of incidents involving damage to life, vessels, cargo and the environment. Furthermore, the course can be customized to specific organizational needs and combined in a 'training bundle' with courses like 'Understanding the Human Element', 'Risk Management and Incident Investigation', 'Management of Change (TMSA)' or 'Train the Trainer'.





## University of Applied Sciences Emden/Leer

### *Faculty of maritime studies*



The faculty of maritime studies at the University of Applied Sciences in Leer/Germany has a long tradition, founded 1854 as the “municipal school for navigation”. Leer is the second biggest shipmanagement area after Hamburg, and nowadays the maritime faculty is a well-known educational institution equipped with leading technology such as bridge and engine room simulators. Integrating our *TOPSIM – Human Element In Shipping Simulation* at the beginning of the bridge simulator module, students benefit from team- and task-oriented decision-making directly, receive constructive feedback for their challenges in the near future and have earlier the capacity to deal with difficult situations within the bridge simulator.

Furthermore, a valid and reliable environment for further scientific maritime research in the areas of for instance multi-level leadership, shared mental models, complex decision-making or behavioural-oriented training has been created.

## University of Applied Sciences Groningen

### *Intercultural Competence Learning Lab*



Recognizing that cultural competence and integration is one of the main success factors in the maritime industry, we have set up a cooperation in order to integrate cultural aspects in everything we do, strengthen our *Turning Learning Into Action* follow-up coaching and to support the honors student community with challenging real-life business and research projects.

Founded in 1988, IBS was the first International Business School in the Netherlands, based at a university of applied sciences. Cultural diversity is valued by all in this open-minded setting, where everybody speaks and teaches in English. IBS is truly international, with approximately 1,500 students representing more than 70 nationalities. As the field of Intercultural Competence is still young and in development, the Intercultural Competence Learning Laboratory combines a theoretical approach to understand the existing body of knowledge with learning-from-experience, and is run by a group of highly experienced and recognized experts, with both academic and practical backgrounds.





## Spot on Learning

*Innovative, self-paced maritime English program*



Communication is of paramount importance for the company and the safety on board. Together with the Dutch business company 'Spot On Learning', e-learning is being applied to improve English language proficiency of seafarers and office employees. Tailor-made maritime courses help speak and understand English at a measurably higher level. Videos recently recorded on board ships and in ports help seafarers and office workers master the English they need to work safely and efficiently in the maritime industry.

Online coaches and advanced technology are the 'tools' to establish the most urgent improvement of the individual course participant's command of the language. After establishing the existing level of knowledge, development of the participant's command can be monitored during the online course.

## Seatrade Shipmanagement Group

*Access to maritime experts and hands-on best practices*



With a history of more than 60 years, the Seatrade Shipmanagement Group is one of the oldest and largest shipping companies in the Netherlands. Originally concentrating on the refrigerated cargo trade, Seatrade has expanded its ship owning and management activities into a variety of trades.

Seatrade has developed a structured commitment to learning and development, including an in-house created Leadership & Management programme conducted since 2008. Being the driver behind the development of our *TOPSIM – Human Element In Shipping Simulation* and a major client for our solutions, Seatrade provides us with access to maritime experts and best-practices from all parts of the organization, both ashore and onboard.



## HDEPP

### *Human Development Emergency Preparedness Programs*



*"Safe and Healthy working starts with you"!*

HDEPP is a dynamic organisation and highly experienced in the field of safety and behaviour, psychology, communication, stress reduction and prevention, coaching and training. The many years of expertise are built within companies and organisations like the petrochemical and maritime industry, Military and Police forces. HDEPP's strength is providing insight into conscious and subconscious motives of people. The programmes by HDEPP offer a solid footing through a combination of detailed intrinsic motivation profiles, theory and experienced-based learning.

This results in insight for participants into their own behaviour and that of others, the behavioural and physical reactions to stress and how to regulate those to maintain high-level excellence, more effective communication, and to work together in a more pleasant, better and safer manner.

## **GigaMare Inc., Philippines**

### *Training That Makes a Difference*



Considering the Human Element as distinctive success factor in business operations, GigaMare ensures that their training programs and services are developed and innovated based on contemporary research and industry best-practices.

GigaMare's training portfolio includes courses covering fields such as safety navigation, efficiency, environmental, cargo handling, human resource, mechanical, electrical, automation programs for the Maritime, Energy, Oil & Gas, and Mining industries.

The newest addition to the portfolio are two TOPSIM Leadership and Management Simulations, being the only training center with accredited trainers in the Philippines. In order to utilize their strengths beyond the maritime world, our partner offers courses with the *TOPSIM Human Element In Shipping Simulation* for the maritime industry as well as trainings applying the *TOPSIM Change Management Simulation* for a wider business environment.