

Best Practice in Action- Next Generation Maritime Leadership

A Management Leadership Development Program Online
for Operational and Management Level Officers

Developing Qualified Seafarers – Company-Specific & Future-Focused

This customized leadership program strengthens company-specific leadership competencies and translates them directly into on-board performance. Built around real operational challenges, it combines digital learning, simulation-based decision-making, and structured reflection to ensure measurable behavioral impact.

Facilitated in close collaboration with crewing personnel, the program aligns development with operational standards and the company's career roadmap. Over time, it systematically develops highly qualified seafarers—supporting promotion, increased ownership, and continuous personal growth in line with company practices.

Rather than stand-alone training sessions, the program integrates preparation, immersive learning, and structured follow-up. Each participant concludes with a personal action plan that feeds into ongoing personal growth, ensuring sustainable development and clear career progression within the organization.

What Makes This Best Practice?

- Direct alignment with company leadership competencies and standards
- Simulation-based experiential learning linked to real operational realities
- Personalized development through psychometric profiling
- Structured pre- and post-program involvement
- Clear accountability via personal action plans and follow-up conversations
- Integration into the career development roadmap and evaluation system



Building Blocks



Leadership
Simulation
Experience



Personal Leadership



Career Development
Roadmap



Understanding
Human Behaviour



Cultural integration



Program Topics

- Focus on company specific leadership competencies (directing, leadership style, care of personnel, delegation and cultural integration)
- Gaining decision-making experience when working with a simulated crew on board
- Familiarization with company-specific online learning and management systems
- Formulation of a personal action plan per individual
- Preparation for next steps in the career development roadmap/evaluation system

What's the set up?

- 3 Virtual sessions a 6 hours
- 2-4 Facilitators
- Digital tools such as Zoom, Atria Learning platform, and Human Element in Shipping Simulation, and individual psychometric reports,
- Balance between collaborative learning environment and facilitated group work

Feedback from a Crewing Facilitator

“I'm facilitating the MLDP OPS online course together with my colleagues from crewing and Atria.

I really love the direct contact and interaction with the junior officers from operational level and hear about their experiences and ideas. It's fantastic to see them outgrowing during the course, actively participating and seeing them developing the first leadership skills. For the company it's the perfect way to bring our message across to the juniors at an early stage....learning by playing!”

Feedback From Participants

- inspiring instructors
- opportunity to work with different departments and nationalities to solve tasks together
- top managers are involved
- new knowledge upon old base
- understanding the personal psychometric report

