



Management and Leadership Development Program for Operational Level

A virtual development program hosted with Sealearn

Program Topics

- Focus on company specific leadership competencies of 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 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, myAtria and TOPSIM HEISS (Human Element in Shipping Simulation), individual psychometric reports, used to create a collaborative learning environment and facilitate group work

Pre involvement - post involvement

- Preparation assignments to be carried out on the digital learning platform my.sealearn.com
- Familiarization with the company standard
- The program ends with the upload of a personal action plan which will be shared with the crewing agents, who will then have progress conversations with the participants
- On board workbook, supporting the seafarers for their next contract, providing guidance and opportunity to deepen knowledge and practical application

Sealearn

Leadership Competencies



Directing



Leadership style



Care of personnel



Delegating



Cultural integration



The Virtual Program

Day 1

- Intro- Manager Crewing
- Team familiarization
- Workshop leadership skills
- HEISS- Human Element in Shipping Simulation
- HEISS reflection

Day 2

- Welcome back (games)
- HEISS phase 2
- HEISS reflection
- Promotion - next steps
- HEISS phase 3
- HEISS reflection

Day 3

- Welcome back (games)
- Workshop - Predictive Index and evaluation system
- HEISS phase 4
- HEISS reflection
- Workshop - goal planning and personal development plan

Feedback From Participants

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

