



BEST PRACTICE - WAGENBORG

CO-CREATION AND DELIVERY OF A LARGE-SCALE GLOBAL DEVELOPMENT PROGRAM

Wagenborg vision on leadership



Change



Business



Others



Yourself

Connecting Personal Leadership and Company Mission

“The role of the captain and officers has shifted significantly in recent years from pure seamanship to a management position. Since people management is underexposed in nautical training, we are looking for ways to develop this”

by Mark Hoving,
Senior Operational Manager Wagenborg Crew Management.

What's the Set UP

- Seminars for 75 participants instead of industry average of 7-8
- Face-to-face seminars: 4 days together, 6-8 facilitators
- Digital environment: From onboarding to anchoring
- On board packs: Share seminar experience and facts on board, involve crew and vessel-connected ashore staff
- Participants: Captains, Chief Officers, Chief Engineers, Marine and Technical Superintendents, Fleet managers, Operators and Crewing agents from all over the globe
- Series of 6 - 7 seminars to reach out and involve all!
- Never ending program, co-creative continuation

Build on what's there - keep going deeper

- Share and discuss organization-wide business developments, demanding aligned actions for success
- Review and integrate existing tools and systems, e.g. Seagull onboard e-learning, Safety Culture Ladder learnings, Evaluation process, Psychometric tools,
- Invite to go deeper, exploring the personal comfort zone and opportunities for having a positive impact on others - on board and ashore



DIVING DEEPER

CO-CREATION OF A GLOBAL PROGRAM

"The WATER seminar was a fun week where we learned a lot and shared knowledge. Thinking about different approaches in different situations during the simulations provided insight.

Discussions during conversations with colleagues and presentations have yielded a lot of interesting information. I can recommend the WATER program to all my colleagues!"

'It's about 'our people', 'our way of working', building on what was and in line with what is to come.

Egbert Vuursteen, CEO Royal Wagenborg

Empowerment Facilitation Team

The facilitation team consists of professional facilitators and Wagenborg management staff. Discussing the present company situation, internal systems, exploring learning tools and specifying the roll-out: All in one week, together with top management officers. Creates a dedicated program facilitation team with a vision, a roadmap and specific seminar design. Ready to go!

Facilitate and Learn

The seminars are made up of various components in which group dynamics, simulations, dialogue and interactive workshops contribute to further connecting personal leadership actions to the company mission. The facilitation team is responsible for guiding this experiential process for up to 75 participants - split in 3 groups - divided into 5 teams of 5, as well as continuously learning from the practical experiences shared by the participants.

Together is better!

From Learning to Anchoring

Via the myWATER online module, content and progress is shared with all participants and additional deep dives offered. Program-specific on board engagement packs have been designed, and the overall training matrix for crew is also already in alignment. Building on what was, in line with what is to come.

WATER
PROGRAM
WAGENBORG ATTITUDE, TRAINING, EXPERIENCE & RESPONSIBILITY PROGRAM

