



SAFETY THROUGH KNOWLEDGE

# Seagull Maritime

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Seagull Maritime AS



# World wide training

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10,000+  
installations



750,000+ active  
seafarers

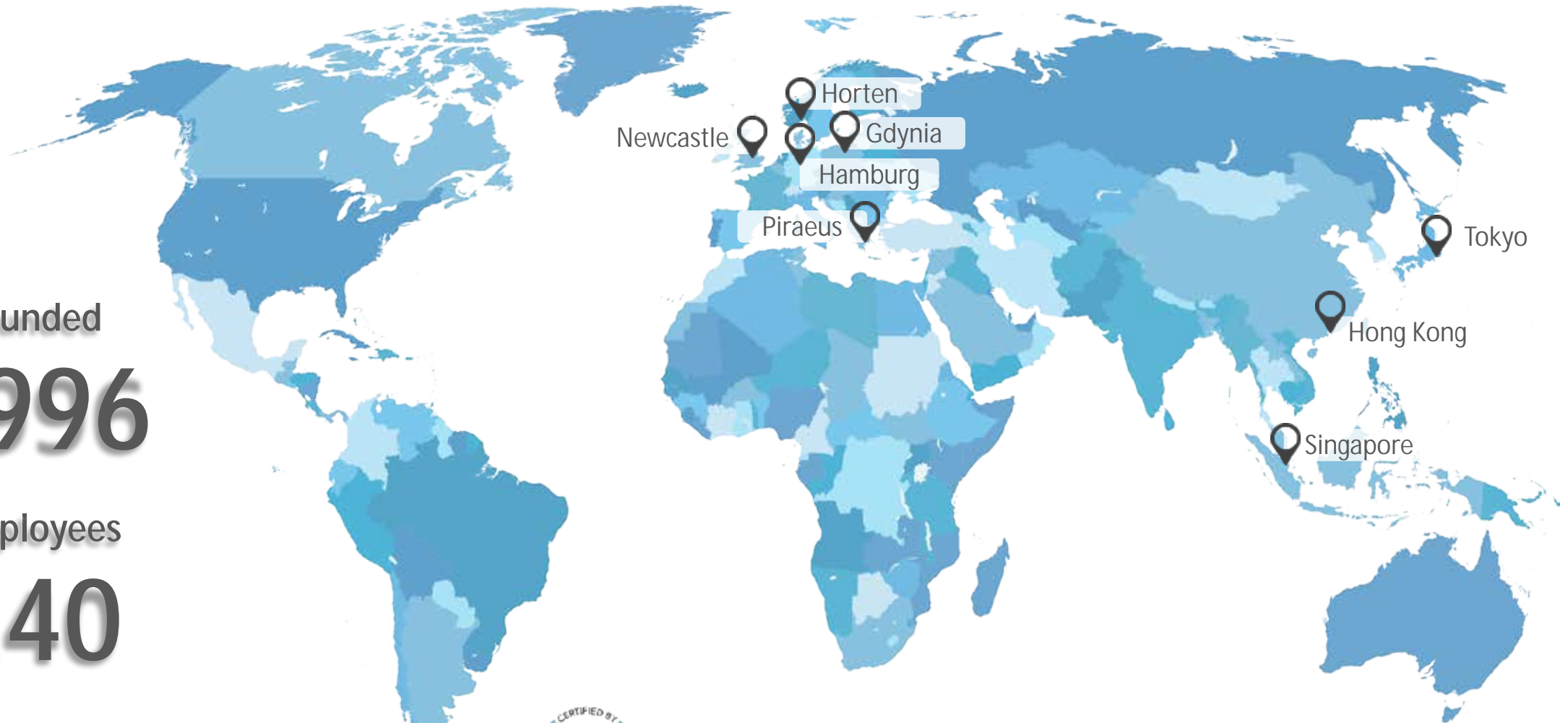


350+  
E-learning titles

founded  
**1996**  
employees  
**140**



Seagull Maritime AS is certified in accordance with  
DNVGL-ST-0029 – Maritime Training Providers





# Why spend money on training?

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- n Compliance (STCW, Flag State, Industry, Charters)
- n Secure and improve safety
- n Improve competitiveness
- n Keep customers happy
- n Improve operational effectiveness
- n Career development
- n Maintain and increase retention



# Career planning



- § Follow the paths to advancement
- § See who needs to progress at any time
- § Stay on clear training track

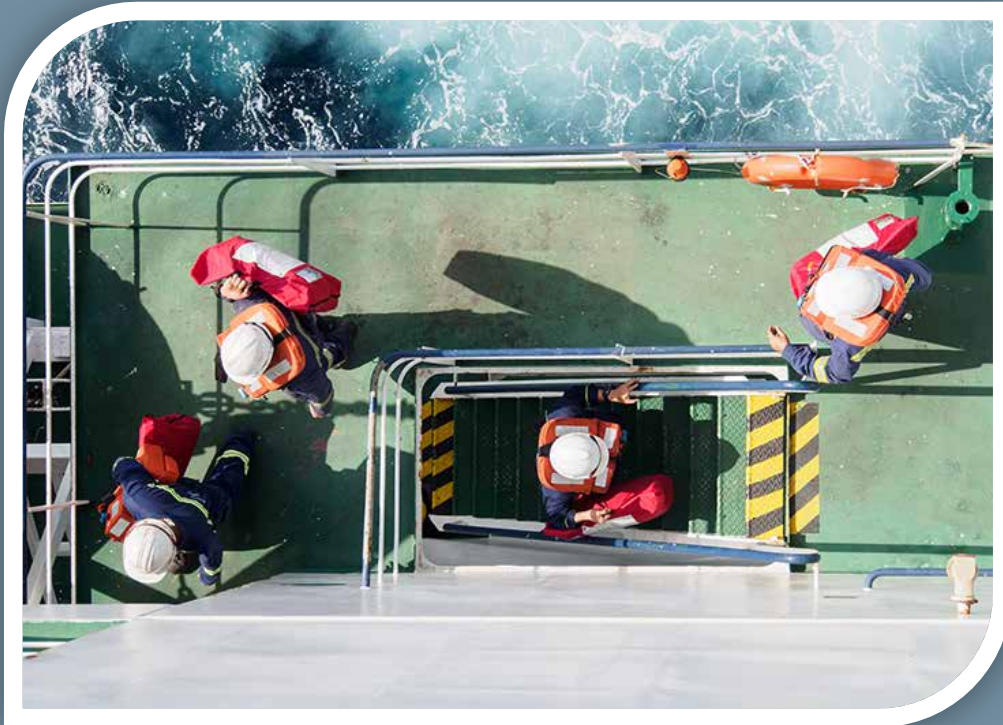


# Main drivers for competence management system

- § Certificates of competency may not be sufficient
- § Most companies require their own specific skills
- § The need to improve performance  
Improved competence = Improved performance



# Less time to train – smaller crews



- § Reduced number of crews and rest-hour requirement result in less time for knowledge and experience transfer from seniors to juniors



# Increased focus on leadership

- n Competence Management needs leaders and mentors
- n Zero error operation calls for more effective utilization of human resources – hard ware – structure and procedures - people
- n Smaller crews – greater delegation of responsibility
- n Retention - poor leadership causes termination of job contracts





# Leadership and management training subjects

- 
- 
- n Conflict Management
  - n Culture
  - n Active Listening
  - n Corrective Feedback
  - n Meeting Management
  - n Question techniques
  - n Team Leadership
  - n Stress Management
  - n Communication for Maritime Leaders
  - n Maritime Conventions
  - n Shipboard Management and Training
  - n Task and Workload Management
  - n Effective Resources Management
  - n Decision-Making Techniques
  - n Seafarer Appraisal
  - n Behavior Based Safety
  - n Mentoring
  - n Principle of Assessment
  - n Onboard Assessment

# Reflective learning

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- n Reflective learning a well know concept within education and training
- n Recommended best practice by major oil companies
- n Seagull have developed a short learning film explaining the concept of reflective learning
- n All our latest learning films (currently 50+ titles) including guidance on reflective learning



# Fatigue Management

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- n Develop understanding about fatigue, its symptoms and measures to avoid its occurrence.
- n References:
  - n MLC 2006,
  - n IMO MSC/Circ. 1014, Fatigue Mitigation and Management,
  - n Project Horizon – a wake up call Research Report 2012



## Part 3

1. If you were in Adam's situation, what would you do differently? Why?
2. What specific symptoms of fatigue did Adam show?
3. What might happen to Adam if his colleagues were not able to warn him of his mistakes?
4. Based on your experiences, what else are the common symptoms of fatigue among crew members?

**Click the pause button  
and start your discussion**



# Incident investigation

Cause and effect

Investigation techniques

- n Show the importance of incident investigation in preventing future accidents.
- n Describe the relationship between cause and effect and the opportunities for control measures to be put in place.
- n Provides basic training for how to investigate an accident, incident or near miss.
- n Show how investigations should be set up and conducted
- n References: ISM Code, OCIMF codes and guidelines, incl. SIRE and TMSA

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# Highlights

- n Smaller crews leads to more pressure on officers
- n Require increased focus on management and leadership
- n Seagull are addressing Fatigue and also Incident investigation in new productions
- n Competence Management will be a necessity to be rated as a high quality operator
- n Increased uptake of companies implementing competence management system over the next few years