



# **VOYAGE**

Senior Officer Leadership Development  
Programme  
Wave 1 & 2



# Key Principles



1. It's a VOYAGE - a journey and not just a training course
2. Incorporated industry best practice, not just from Maritime
3. Aligned with Group HSEQ initiatives
4. Aligned with Group Values

# SCOPE OF THE COURSE

**The purpose of this workshop is to**

- Bring awareness to the participants to achieve the best impact on their Leadership Skills.
- Build a new picture of themselves that will allow them to make more conscious leadership choices.
- Bring awareness to increase motivation for both themselves and others.
- Brings awareness to the participants about the choices they have when engaging with others.
- Address an individual's response to a task, or a choice about how they enter and participate in conversations.



***Improves overall crew morale and welfare onboard***

# OBJECTIVES

- Understand and describe impact on the crew as a LEADER
- Explain how culture and other factors affect the leadership choices we make
- Clearly state what each unique leadership offering is to the team
- Recognise and describe the different ways we motivate those whom we influence as leaders
- Use different communication techniques to enhance the motivation of one's teams
- Demonstrate how to lead without directing
- Build Trust – effective communication between Ship / Shore
- Proactive behaviour / taking ownership
- Applying the leadership tools in everyday work environment





# Delivery Approach



- Blended learning model

- ✓ Modular concept
- ✓ Delivery of workshop – face to face for experiential learning
- ✓ Onboard practical application in the end followed up via mentoring by our onboard trainers and at sea challenges
- ✓ E-learning as additional support for classroom workshops

# Wave 1: In Brief



## PROGRAMME LAUNCH

### LAUNCH

Senior Officer/Stakeholder endorsement and messaging:

- **WHY** it is critical
- **HOW** it will work
- **WHAT** you need to do



## ONSHORE 1

**Day 1: Stepping onto the Vessel**  
Awareness of who I am and how I impact others

**Day 2: Motivation and Meaning**  
Inspiring others to do their best

**Day 3: Communication Choices**  
Making the right leadership choice at the right time

Interactive session/ workshop delivered in classroom/ virtually



## ELEARNING NUDGES

1

2

3

LEARNING LOG

GOAL SET

AT SEA CHALLENGE

# Wave 2



(4-6 months at sea)

SOLP 1 follow up –

At Sea Challenge 1

Goal Challenges x3

## ONSHORE 2

### Day 1: Reflect, Review and Prepare

- Achievements at sea
  - Building Trust
  - Decision Making
- Stakeholder Management

### Day 2: The Fantastic Voyage

‘Making it Real’ simulation experience to recreate pressure, decision making, teamwork and leadership

### Day 3: Charting the Next Course...

- Structured & facilitated peer coaching
- Structured peer feedback
- Innovation & creativity at sea

Some aspects delivered within a simulator environment where applicable

## ELEARNING NUDGES

1

2

3

LEARNING LOG

GOAL SET

AT SEA CHALLENGE

## **Onshore 1.1: Stepping Onto the Vessel**

### **Purpose:**

The purpose of this workshop is to bring awareness to the participants about how to lead and what's important to them (makes them tick) so they can make better choices around their actions and behaviours to achieve the best impact. The way this builds across the day is firstly by exploring what leadership is and where they spend their time and then looking at different factors that underpins actions and behaviours.

- Six Degrees of Separation
- My Values
- My Drivers
- Staying on track

By the end of the day, participants will have built a new picture of themselves that will allow them to make more conscious leadership choices.

### **Learning Outcomes:**

#### **"I can now..."**

- Understand and describe my impact on the crew
- Explain how culture and other factors affect the leadership choices I make
- Clearly state what my unique leadership offering is



## Onshore 1.2: Motivation and Meaning

### **Purpose**

The purpose of this workshop is to bring awareness to the participants about mechanisms available at their disposal to increase motivation and relevance for both themselves and others. Again, this helps them to make more informed choices around their actions and behaviours to get the best out of themselves and their teams.

- Activity: **Autonomy and Mastery and Purpose**
- **The Decision Tree**
- **Extrinsic & Intrinsic**
- **Focus**
- **Feedback Techniques to Grow Mastery**

The way this builds across the day, as a concept and then delving into each element in more detail to offer practical ways in which practice can be deepened.

### **Learning Outcomes**

#### **"I can now..."**

- Identify and describe the different ways to influence those whom I motivated.
- Use different communication techniques to enhance the motivation of my teams
- Demonstrate how to lead without directing

## Onshore 1.3: Communication Choices

### **Purpose**

The purpose of this workshop is to bring awareness to the participants about the availability of options when engaging with others. It may be the

- Leadership chance – Disney for a day
- Skill/ Will
- Skills in Conversation
- Performance Appraisal

All the choices are about getting the best out of the individual or the situation – making the best impact or being successful at navigating the tricky stuff – this workshop will equip participants with tools that they can access in all situations.

### **Learning Outcomes**

#### **“I can now...”**

- Describe the factors involved in effective communications
- Adopt different techniques to improve the quality of my communications
- Flex my approach to achieve better outcomes

# Programme Structure & Delivery Approach



## **Onshore 2.1: The Trusted Officer**

- Welcome Back - Introduce aims of Wave 2
- At Sea Challenges: Stories of Success - Using a storytelling approach to share success stories and capture the outcomes of At Sea challenges
- Peer Review - Learning to use basic coaching techniques to help develop peer support and learning
- Evaluating Wave 1 - Capturing data to demonstrate the impact of Wave 1
- The Foundations of Trust - Examining the Building Blocks of Trust
- Trust: Stakeholder Management - Building on the Success Network from Wave 1 and increasing trust in stakeholder relationships
- Trust: Decision Making - Building trust among the crew to enhance delegated authority onboard
- Preparing to Embar - Setting the scene and preparing for day Onshore 2.2

## **Learning Outcomes**

- "I can now....." - Use storytelling to engage my audience// Apply an approach to build better trust with my stakeholders// Use a broader range of approaches to enable empowered decision making

## **Onshore 2.2: The Fantastic Voyage**

### **Purpose**

Day 2 -Onshore 2.2 is a simulation (Fire/ Storm/ Man-Overboard/ Virus Outbreak, etc) to test participants' ability to work together in a team and use their leadership abilities to negotiate various problems, tasks and puzzles in order to successfully complete their voyage. Officers will work in three teams, each with a 'voyage' to undertake across the world involving a central task. Each hour of the day will pose a different challenge and require the team to use their best leadership, teamwork and communication skills to be successful.

### **Learning Outcomes**

**"I can now..."** - Use my leadership skills to influence and collaborate// Make key decisions and work under pressure, demonstrating resilience// Apply a range of skills to achieve a successful end result

## **Onshore 2.3: Charting the next Course**

### **Purpose**

Officers will reflect on their team challenge from day 2 and share feedback with each other for development. **Innovation and Creativity: Marginal Gains** - They will also review their team's performance using a framework and think about how they might apply an approach next time to make marginal gains. The second part of day 3 focuses on how develop an environment of creativity, innovation and continuous improvement. **Peer Coaching Circles** - We will develop approaches to maximise these opportunities and encourage more ideas and contributions from teams at sea. Officers will also prepare for the challenges on their next voyage.

### **Learning Outcomes**

#### **"I can now..."**

- Use my experiences to reflect actively and learn from them
- Share feedback openly with my peers and colleagues
- Identify examples and understand better my impact as a leader