

MARITIME COURSES: MASTERING LEADERSHIP IN MARINE OPERATIONS



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TRAINING CENTER



Introduction

Maritime Courses: Mastering Leadership in Marine Operations Training Course develops the leadership capability that vessel and shore-based marine leaders need in a high-risk, regulation-heavy environment. Marine operations combine long absences, mixed-nationality crews, strict safety obligations, and commercial pressure, so leadership must be both firm and humane. This program addresses those conditions directly. It covers command presence, safety leadership, crew development, and operational decision-making. As a result, participants learn to lead crews with credibility, keep the vessel compliant, and manage risk without slowing the operation. Furthermore, the course covers ISM Code obligations, STCW competence, and incident investigation.

Maritime Courses: Mastering Leadership in Marine Operations Course Objectives

- Apply the leadership requirements of vessel command and shore management.
- Demonstrate safety leadership consistent with the ISM Code and SOLAS.
- Build crew competence and compliance with STCW requirements.
- Apply the situational leadership model to mixed-experience crews.
- Manage fatigue, rest hours, and wellbeing under MLC 2006.
- Make operational decisions with bridge resource management principles.
- Conduct risk assessments with the five-step risk management process.
- Lead incident investigation with root cause analysis.
- Manage multicultural crews and cross-cultural communication.
- Build succession and mentoring for junior officers and ratings.

Course Methodology

- Facilitated sessions built around real marine operations cases.

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- Command and safety leadership workshops.
- Role-play of briefings, handovers, and difficult crew conversations.
- Group exercises in risk assessment and incident investigation.
- Case studies from shipping, offshore, and port operations.
- Simulation of a bridge or engine-room decision round.
- Peer review, reflection, and a personal marine leadership plan.

Who Should Take This Course

- Masters, chief officers, and chief engineers.
- Marine superintendents and fleet managers.
- Offshore installation and vessel managers.
- Port and terminal operations leaders.
- HSE and marine safety officers.
- Technical and crew training managers.
- Shore-based marine operations coordinators.

Maritime Courses: Mastering Leadership in Marine Operations Course Outlines

Day 1: Leadership in the Maritime Context

- Defining command leadership and its unique demands.
- Authority, accountability, and the master's responsibilities.
- Situational leadership applied to mixed-experience crews.
- Building credibility with multinational crews.
- Communication on board: briefings and handovers.



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- Fatigue, isolation, and the leader's own wellbeing.
- Case study: a command decision under commercial pressure.

Day 2: Safety Leadership and Regulatory Compliance

- The ISM Code and safety management systems.
- SOLAS, MARPOL, and MLC 2006 obligations at leadership level.
- STCW competence and crew certification management.
- Safety culture models and the Bradley Curve.
- Toolbox talks, safety meetings, and permit to work at sea.
- Stop-work authority and near-miss reporting.
- Workshop: designing a vessel safety leadership routine.

Day 3: Operational Decision-Making and Risk

- Bridge resource management and challenge-and-response.
- The five-step risk management process at sea.
- Dynamic risk assessment in changing conditions.
- Weather, navigation, and passage planning decisions.
- Engine-room and technical decision escalation.
- Decision logs and handover documentation.
- Simulation: a bridge decision round.

Day 4: Crew Development and Multicultural Leadership

- Training, mentoring, and on-board competence development.
- Coaching junior officers and ratings with the GROW model.
- Appraisal and feedback with the SBI model.



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- Managing multicultural crews and language barriers.
- Conflict management in confined living and working spaces.
- Recognition, retention, and crew motivation.
- Role-play: coaching a junior officer on watch.

Day 5: Incident Investigation, Succession, and Improvement

- Incident investigation with root cause analysis.
- The 5 Whys and fishbone diagrams in marine incidents.
- Flag state, port state, and class survey interactions.
- Corrective action tracking and verification.
- Building succession and career paths for crew.
- Creating a personal marine leadership plan.
- Capstone: presenting a marine operations leadership plan.

Conclusion

By successfully completing Maritime Courses: Mastering Leadership in Marine Operations Training Course, participants will have acquired the knowledge to lead crews with clear authority, meet ISM Code and STCW obligations, manage risk and operational decisions at sea, develop and retain crew talent, investigate incidents to prevent recurrence, and build succession in marine teams. They will also understand how to protect their own and their crew's wellbeing across long deployments. Gentex Training Center delivers this program through applied workshops and expert facilitation, preparing marine leaders for command at every level.





FAQs for the Maritime Courses: Mastering Leadership in Marine Operations course

Q1 What is the "Maritime Courses: Mastering Leadership in Marine Operations" course about?

It is a training program that develops leadership capability for vessel and shore-based marine roles. It covers command leadership, safety and regulatory compliance, operational decision-making, crew development, incident investigation, and succession.

Q2 What are the key benefits of the "Maritime Courses: Mastering Leadership in Marine Operations" course?

Participants gain stronger command presence, clearer safety leadership, and more consistent crew development. Organizations benefit from better regulatory compliance, fewer avoidable incidents, higher crew retention, and leaders who manage commercial pressure without compromising safety.

Q3 What skills will I gain from the "Maritime Courses: Mastering Leadership in Marine Operations" course?

Participants build command and crew leadership, safety leadership and regulatory compliance, operational decision-making and risk management, and crew development, incident investigation, and succession planning.



Q4 What tools, methods, or standards are covered in the "Maritime Courses: Mastering Leadership in Marine Operations" course?

The course covers the ISM Code, SOLAS, MARPOL, MLC 2006, STCW competence requirements, the Bradley Curve, the five-step risk management process, bridge resource management principles, toolbox talks and permit to work systems, the GROW coaching model, the SBI feedback model, the 5 Whys, fishbone diagrams, and root cause analysis.

Q5 How is the "Maritime Courses: Mastering Leadership in Marine Operations" course applied in real-world practice?

Learners apply it by running structured pre-operation briefings and handovers, reinforcing safety routines on board, conducting dynamic risk assessments before critical operations, coaching junior officers, investigating incidents to prevent recurrence, and tracking corrective actions to closure.