Talent Acquisition and Leadership in Maritime Industry

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Let’s hear from you…

What inspires you to work in this industry?

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menti.com

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86577819

Link to Mentimeter results

What I admire about your industry …

- Truly global industry
- Truly culturally diverse
- Best practises and innovate HR policies
- Strong technical training legacy and infrastructure

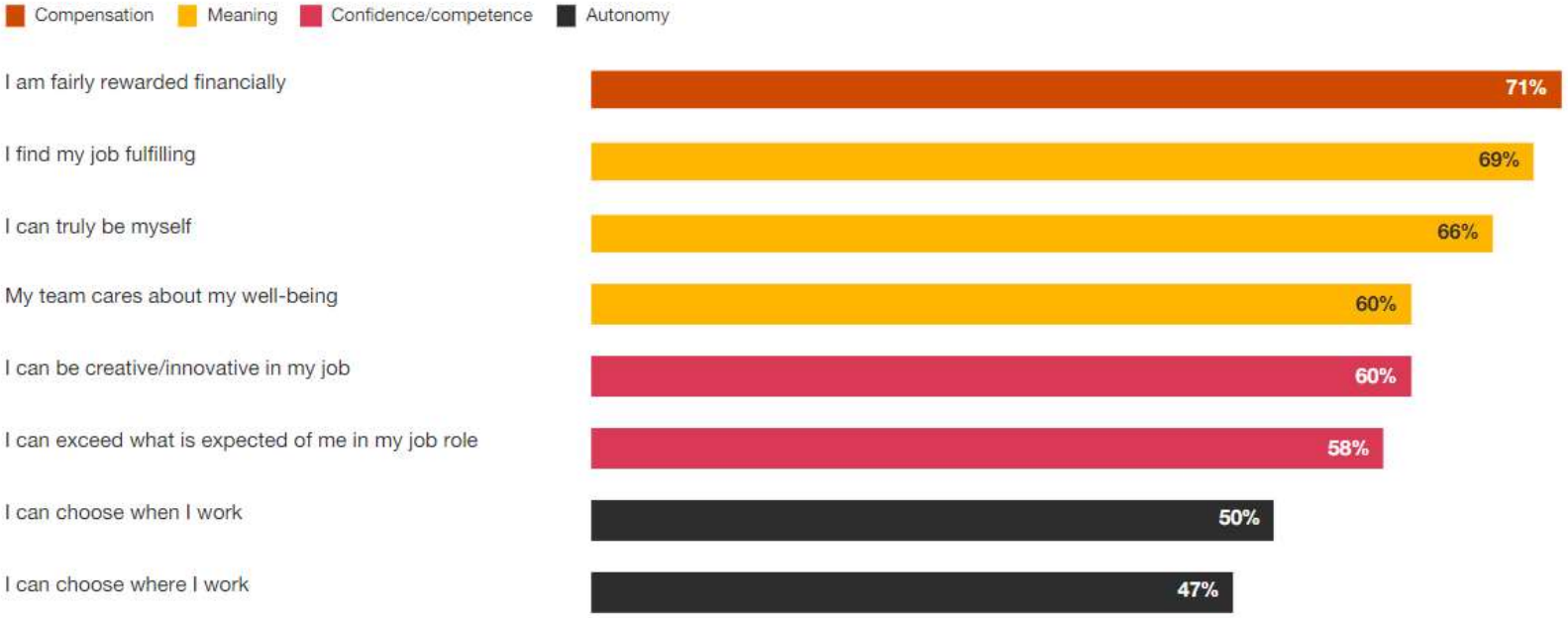
Key challenges …

- Global competition
- Regulated
- Vulnerability of the value chain
- Digitisation
- Environmental pressures
- War for talent
- Time on board can be tough
- Inclusion (and diversity)

What matters for people…

Meaning matters to employees

Most important factors when considering a change in work environment, % of respondents[1]



[1]Respondents who selected extremely or very important.
Source: PwC's 2022 Global Workforce Hopes and Fears Survey of 52,195 workers across 44 countries and territories

What matters for Gen Z…

30%
of global workforce by 2025

- Respect us with adequate **compensation** and rules **transparency**
- Give us more **control** where, when and how we work
- Help keep us **safe and well**
- Provide us opportunities to **grow** and recognize we have something to offer
- Don’t just talk about your purpose and values, **Live** them

The Conference Board. Gen Z Rising 2023

Diversity and inclusion in shipping

- 60% of shipping companies employ women onboard ships
- 7.5% of seafarers are female
- 30% of shipping companies have women at board level
- Minimum 3 languages per ship
- 3-30 nationalities per ship
- Loneliness & isolation
- Inclusive culture on board and onshore

How can you best support your organisation, your leadership teams and your people?

What makes an attractive workplace?

We are sailing in the same seas - invest in the industry brand

Visible Employer Branding

Engage with potential recruits early

Invest in Flexibility, Wellbeing and Social Responsibility

What about Leadership Development?

Treat your Leadership Development like your technical training - practical, targeted, license to operate

Leverage asynchronous learning technologies to achieve scale and overcome distance and time barriers

Cultivate a learning culture - Teach don’t tell

What about Leadership Development?

Teams are the foundation of any organisation - Psychological safety and inclusive behaviours will bring the efficiencies and innovations you aspire to

Make your Team Leaders true captains of their ship - accountability, support, flexibility and clarity

Support leaders to lead transformation and change

What about Psychological Safety ?

Create forums, rituals and environment where people feel they can express opinions and ideas and not be judged

Assess level of psychological safety (observation, surveys)

Role model curiosity

How to navigate through the waves

It's all about your **North Star** - where you want to go

Trusting your **Compass** - your purpose and values

Accepting that it's about navigating through **paradoxes**

How to navigate through the waves

Accepting that it's about navigating through **paradoxes**

How do I prioritise wellbeing in a 24/7 industry?

How can I meet local needs in a global environment?

How do I use past experiences to fuel future success, while creating a culture allowing innovation, failure and learning?

How do I drive technology advancements will maintaining a human centred approach?

The future is yours.
How will you shape it?
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TERMINAL

Thank you!

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