

**LLOYD'S
MARITIME
ACADEMY**



People-Centered Management in Modern Maritime Operations

The cutting-edge distance learning program for navigating Human Dynamics
for Collaborative Excellence at Sea.

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Informa Connect

Academy

Course details

The course integrates contemporary theories to equip you with advanced skills in people-centered management, addressing the unique challenges of the maritime industry. It focuses on empowering maritime leaders like you with tools for fostering thriving environments, seamless teamwork, and operational excellence. Modules cover effective communication, adaptive leadership, mental health, conflict resolution, and cultural intelligence. Additionally, it introduces Agile team management for adaptability and responsiveness. You will emerge as a maritime leader with a comprehensive toolkit, deep understanding of management theories, and skills in communication, leadership, conflict resolution, and cultural inclusion, ready to navigate future challenges successfully.

Course Learning Outcomes:

- Understand the principles of people-centered management and its relevance in the maritime industry.
- Identify the key challenges and opportunities in managing diverse maritime teams.
- Apply communication and leadership techniques to enhance collaboration and teamwork on maritime vessels and in shore-based operations.
- Implement strategies for promoting safety, well-being, and mental health in maritime personnel.
- Develop skills for conflict resolution, effective feedback, and performance management in the maritime context.
- Articulate the significance of cultural intelligence and inclusion in modern maritime crews.
- Utilise course materials and interactive activities to apply theories to real or simulated maritime scenarios.
- Understand modern team management tools like Agile and Self-management
- Anticipate and adapt to future trends shaping the maritime workforce landscape.

Syllabus

Module 1

Foundations of Modern People-Centered Management

Module Description:

This module establishes a strong foundation by exploring the evolution of management theories and their application within the maritime sector, providing insights into the synergy between contemporary management philosophies and the maritime context.

Learning Outcomes:

- Understand the historical development of management theories and their relevance in maritime operations.
- Analyse the key principles of Humanistic Management and Positive Organizational Scholarship in maritime settings.
- Examine the nature and context of managing in organisations by analysing key concepts and topic areas underpinning the field of work and organisations.

Module 2

Communication and Leadership Theories for Maritime Excellence

Module Description:

This module delves into advanced communication and leadership theories to enhance maritime teamwork, foster effective leadership, and optimise performance.

Learning Outcomes:

- Learn how to communicate with various stakeholders within differing situations, in an effective and efficient manner.
- Comprehend and critically evaluate how communication influences individuals in all levels of the organization
- Apply the appropriate communication tools to the solution of a complex problem.
- Create your own Personal Leadership Communication Plan

Module 3

Safeguarding Well-being and Mental Health in Maritime Settings

Module Description:

This module equips participants with strategies to proactively enhance the psychological well-being of maritime personnel and cultivate a safe, supportive work environment.

Learning Outcomes:

- Understand various concepts relative to well-being and mental health
- Apply Self-Determination Theory to promote crew well-being and motivation.
- Develop a comprehensive well-being program tailored to address safety, mental health, and social connections within maritime operations.

Module 4

Conflict Resolution and Performance Management in Maritime Environment

Module Description:

This module focuses on advanced conflict resolution techniques and performance management theories tailored to the maritime context.

Learning Outcomes:

- Understand workplace conflict and manage it effectively
- Enhance the ability to understand and attend to co-worker needs and feelings
- Improve communication skills, by focusing on providing the tools of constructive feedback

Syllabus

Module 5

Cultural Intelligence, Sensitivity, Diversity and Inclusion in Modern Maritime Crews

Module Description:

This module delves into the critical dimensions of cultural intelligence, sensitivity, diversity, and inclusion within the maritime industry. Participants explore strategies for fostering an inclusive environment, enhancing cross-cultural collaboration, and leveraging diversity for operational excellence.

Learning Outcomes:

- Understand the significance of cultural intelligence and sensitivity in modern maritime operations.
- Recognise the benefits of diversity and inclusion within maritime teams.
- Apply strategies to foster an inclusive work environment that maximises the potential of diverse maritime crews.

Module 6

Agile Team Management and Self-Management in Maritime Operations

Module Description:

This module introduces the concepts of Agile team management and self-management, equipping participants to lead adaptable, collaborative maritime teams.

Learning Outcomes:

- Understand the principles of Agile team management and its applicability in dynamic maritime environments.
- Develop strategies for promoting self-management, collaborative decision-making, and flexibility within maritime teams.

Module 7

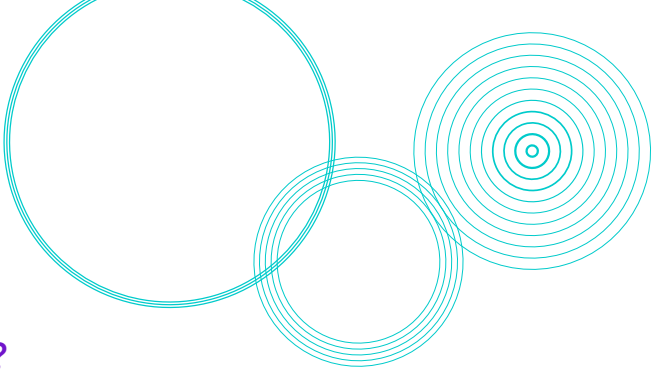
Navigating Future Trends in Maritime Workforce Dynamics

Module Description:

This module explores the evolving landscape of the maritime workforce, delving into the impact of emerging trends such as automation, digitalization, remote work, and changing demographics. Participants gain insights into preparing for the challenges and opportunities presented by the future maritime industry.

Learning Outcomes:

- Recognise the key future trends shaping the maritime workforce.
- Understand the implications of automation, digitalisation, remote work, and changing demographics on maritime operations.
- Develop strategies to navigate and adapt to future trends for sustained success.



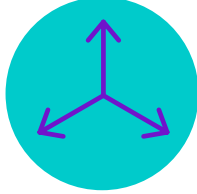
About us

Why take a Lloyd’s Maritime Academy course?



Accessible

24/7 availability from wherever you have an internet connection



Flexible

take control of where, when, how and the rate at which you study



Professional

industry leading course directors and tutors



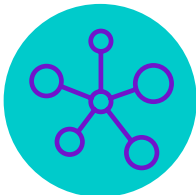
Quality

study the same course used by corporations for internal training



Save money

no additional travel or accommodation costs



Network

with tutors and like-minded professionals from around the world. Use our online tutorial forum to ask questions and share knowledge

Who we are



Lloyd's Maritime Academy was born from Lloyd's List.

Lloyd's Maritime Academy is the trusted brand for professional development, working with leading academic and industry bodies to provide accredited education and training where it is much needed.

We are stepping up investment in new learning management platforms, improved content and learner resources to enhance your experience and ensure maximum reward for the investment you make in your future.

We continue to research new topics to provide you with the qualifications needed for a successful career; supporting a safer, cleaner and more efficient shipping industry for decades to come.

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Informa Connect Academy is a premier provider of global education and training solutions that caters to a diverse range of professionals, industries, and educational partners. We are dedicated to promoting lifelong learning and are committed to offering learners expert guidance, training, and resources to help them stay competitive in a rapidly changing world.

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