



Modular Leadership training

Customize your leadership training by combining modules based on general leadership challenges and specific needs.

a better **learning** experience



Modular Leadership training

Maersk Training has extensive experience in development of leaders and organisations. We want to provide effective and inspiring training for leaders in the renewables industry. In our opinion this is achieved by securing a high degree of relevance to the organisations and not least the individual participants. Only relevant and operational/practical tools and procedures are implemented into new best practice and behaviour that leads to better results and stronger relations.

Maersk Training has developed a range of modules that over the years have proved to cover most leadership challenges. Across the modules there is something for everyone, although not all modules are needed by everyone, some people might require them all.

We provide strong guidance on all modules and will gladly share our point of view on what we see as most suitable for your needs. The modular concept is designed to make you and your leadership training needs central and therefore supporting your decisions and flexibility.

Tailor-made training for your need

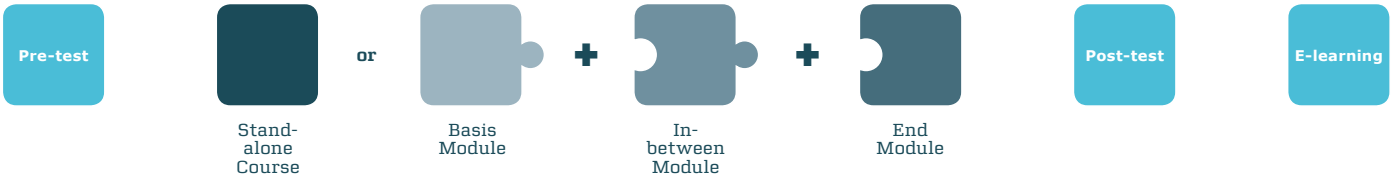
We don't deliver "generic" courses, because we don't believe in them as game changing. Maersk Training's modular courses are all shaped to fit all leaders. Meaning that all courses are at least "industry specific". In our attempt to ensure relevance we can take it a level higher if decided by the customer. We call it "company specific" where we, in close cooperation with the customer, develop and customize examples, cases, company values to match exactly the challenges faced.

Industry specific means that all tools introduced are tested and related to the industry. All training activities, scenarios and case histories are designed around industry specific situations requirements and challenges. This

means that the tools are immediately implementable without having to "translate or relate" generic thoughts and tools to the work environment.

Company specific is next level where the training is directly focused at the company specific challenges, conditions and relations. Company specific training is very motivating for the participants and requires close cooperation and qualified input and sparring between Maersk Training and the customer during the development phase. This analysis and thorough planning typically provides good learning and mutual understanding that helps the important implementation between or after execution of a given training activity.

Flexibility in planning



CONTENTS

- Personal and professional evaluation
- Evaluation of leadership potential
- Evaluation of potential for mastering current position
- Coaching on career development
- Tools for personal and professional development
- Personal development plan

PARTICIPANT AND ORGANISATIONAL GAIN

- Customize your training from course to course based on organisational and/or the participant's specific needs.
- You book a People Skills instructor for a given period 1-5 days and decide/design the course content.
- You book a suitable training location .
- Supplementary pre/post training on other platforms (such as e-learning, WebEx and simulators) will have to be designed and agreed upon with Maersk Training depending on customer needs and expertise available.

LEADERSHIP MODULES

- PPA – Personal and Professional Assessment
ICP – Individual Performance Coaching
M1: Leader self awareness (incl. type profile)
M2: Company leader roles & responsibilities
M3: Value implementation workshop
M4: Situational Leadership (SLII® – high impact)
M5: Motivating performance feedback
M6: Performance appraisals training
M7: Onboard coaching and mentoring
M8: Advanced coaching (GROW – model)
M9: Crew development training
M10: Difficult conversations training
M11: Conflict management
M12: Safety leadership
M13: Daily work planning and prioritization
M14: Finance for non-financial managers
M15: Relations management
M16: Cross cultural awareness (generic workshop)
M17: Cross cultural awareness (nationality specific)
M18: Human factors & performance shaping factors
M19: Train the trainer
M20: Team acceleration course

Case: Esvagt Officers Leadership Education

Esvagt (Snr. Officers Academy)

GAINS

By building an in-house programme we managed to increase motivation and focus on good leadership across vessels. The exam underlined an enormous learning curve and a great opportunity to apply tools and techniques acquired during the 1 year programme.

TARGET GROUP

- Masters, Chief Officers, 2nd Officers, Chief Engineers, 1st & 2nd Engineers + Key HQ Staff functions.

CORE ELEMENTS/ CHARACTERISTICS

Module 1

- Situational Leadership, Blanchard SLII® – high impact
- Esvagt cases and operational challenges
- Difficult Conversations and Conflict Management
- Operational vessel site focus and case studies

Module 2

- Personal Leadership
- PI Personality type tool (Self-awareness & Leading others)

- Personal & Team development planning/execution
- Esvagt cases and operational challenges

Module 3

- Planning and prioritizations
- Esvagt Group Exam – Experimental Learning by applying all elements

In-between assignment

- Personal development plan, Direct Manager talks.

“We see a significant improvement of our leadership toolbox and experience in Esvagt, and a good and open dialogue on how to implement the new acquired skills and insights.

In addition we have gained a new ‘language’ when discussing leadership amongst our leaders.

The feedback is by far the best we have ever seen on any leadership programme.”

Nick V. Ørskov, Head of HR & Crewing, Esvagt.



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