



Maritime Leadership V

Growing your team

This course gives you tools and guidance on how to set goals, appraise, and coach your team towards their better performance and continuous development. It also allows you to reflect on and improve your leadership capacity.

Appraising performance

Performance appraisal

Performance appraisal is a systematic and qualifying evaluation of the crew's performance and potential. It is mainly aimed at developing the crew and identifying what it would take to prepare them for rehire and promotion.

This topic explains the importance of conducting appraisals to grow and nurture the team, the process, and steps of doing the appraisal on a continuous basis, and the best practices for observing performance, giving timely feedback, and driving improvements.

SMART goals

Setting goals is one of the many ways to provide oneself with a target to aim for, a direction to follow, a motivation for doing more and better, and a clear focus to put efforts and resources into.

This topic deals with setting personal and professional goals based on the SMART principle.

GROW coaching

Coaching is a means to guide people in either improving their knowledge and skills or developing new ones. Through coaching, the person being coached is helped to set goals and look for the best way forward to achieve them.

This topic deals with the importance of coaching and utilising the GROW model as an effective coaching tool.

Knowing yourself II

Personal profile analysis

Self-awareness or 'mirroring' means examining yourself. It helps you improve and develop your personal and social behaviours needed for you to become an effective leader. It boosts your desire for development and keeps you growing.

This topic introduces you to a personality profiling tool that can help you know your strong and weak sides in relation to the job you have to perform.

YOUR HEADWAY >>

Human job analysis

After you get to know yourself better, understanding the ideal profile for your job comes next. When you fully understand the required behaviours of your job, you can acquire or develop those behaviours.

In this topic, a tool that you can use to determine the ideal profile for your job is presented and practised.