



International
Transport Workers'
Federation



Introduction to Maritime Coaching 3 Pillars for Wellbeing On & Off shore

SPEAKERS

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Writing & Self-esteem Coach, Director Global Woman Club Bucharest

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Online academic webinar organised by

WISTA Romania and WISTA Argentina in association with: Constanta Maritime University (Romania),
the European Centre for Social Responsibility (CERS),
International Transport Workers Federation - ITF Romania,

Sindicatul Liber al Navigatorilor (SLN) and the Philippine Association of Extension Program Implementers Inc. (PAEPI)



17 October 2020

Hours: 15.00-16.30 Bucharest time

INTRODUCTION TO MARITIME COACHING

STRUCTURE:

Module 1: A scientific perspective

Module 2: Maritime coaching exercises

Module 3: Premises for maritime coaching designed for seafarer women

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Module 1 - A scientific perspective

Gender Equality and Cultural Awareness in Maritime Education and Training (GECAMET)



- **Diversity and complementarity**
- 10 PhD professors from IAMU universities
- 9 countries: Australia, Canada, Ghana, Norway, Philippines (2 partners), Romania, South Korea, Spain and Vietnam



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**GECAMET
Research Team**

INTRODUCTION

- In maritime transport, **leaders, managers and coaches** are complementary entities.
- They are distinguished primarily by their **motivation, thinking and action**.
- Compared to shore cases, on board ship managers run organizational techniques adapted to the **particularities of shipping**.
- On board vessel, **the master is the manager** with the formal role of planning, organizing, coordinating, motivating and evaluating crew and ship activities.
- In the case of engine deck, the equivalent **formal position** is held by the **chief engineer**

Analysis criteria	LEADERSHIP VS. COACHING	
SCOPE	Motivation & effectively conveying team objectives	Accompaniment of people
EMPOWERMENT	<p>The leader is empowered.</p> <p>Leaders have authority (formal or informal) and the power to set the tone of the organization (how things will go)</p>	<p>The coachee is empowered.</p> <p>The coach only accompanies the coachees to become aware of own skills & abilities by themselves</p>
WHO DEFINES OF GOAL	<p>In the work environment the leader has the RESPONSIBILITY to define and transmit the goal to the team, communicating it clearly and validating that it is aligned with the mission and vision of the company/institution.</p>	<p>The coachee defines the goal</p>
RESULTS	<p>Leaders are successful if they get results through people</p>	<p>Coachees achieve the goals set or find the growth they want, by themselves, accompanied by the coach (e.g. sports)</p>
MEANS USED	<p>The leader has the institutional means to:</p> <ul style="list-style-type: none"> • make decisions • create the vision • inspire teams toward the vision 	<p>The coach takes a personal approach and applies a method of:</p> <ul style="list-style-type: none"> • listening • clarifying • prompting intentional thought.
OPERATIONAL LEVEL	<p>The leader operates on a less personal level typically</p>	<p>The coach operates at the deepest personal level</p>

CONCLUSION 1:

Both leader and coach promote action, but at different level (leader promotes action at the organizational level; coach promotes action at the behavioral level of the individual)

CONCLUSION 2:

In a coaching process, the coach does not lead, guide or decide what the team or coachee (either individual or group) has to do. The coach accompanies the person so that the person becomes aware of own skills and abilities

FURTHER QUESTIONS RAISED

Who establishes YOUR goals?

What is YOUR BALANCE between happiness and responsibilities?

When the follower of the leader is empowered, the leader has the CAPABILITY to become a coach?



Module 2: Maritime coaching exercises



MARITIME COACHING

by default



STABILITY

MARITIME COACHING



MOTIVATION



COACH



DEVELOPMENT



SKILL



ADVICE

Coaching Exercise 1





Different perspectives..

On & Off shore

Coaching Exercise 2

Turning the life raft exercise

Name of the experience: Turning the life raft

Material/Equipment: a life raft. It can be flattened if you are in an inner space such as a classroom. The life raft does not need to be complete or operative. A waste life raft it would be fit perfectly

Space: Classroom or open space

Duration: about 30 minutes

People/Group: It depends on the life raft capacity. Typically, between 5 and 12 people. The most people, the most difficult the experience will be.

People/Orientation: students or seafarers on board

Process of the experience: Turn back the life raft. Every one of the group have to stand on the life raft. The group aim (shared task) is to flip the life raft over in the fastest time. But nobody must to step off the life raft. If anyone put their foot on floor the experience must to be repeated

Variations to the experience: Groups could be increased with more students. Other options are no being allowed to speak between students (only signal language). They additionally could be blindfolded during the task

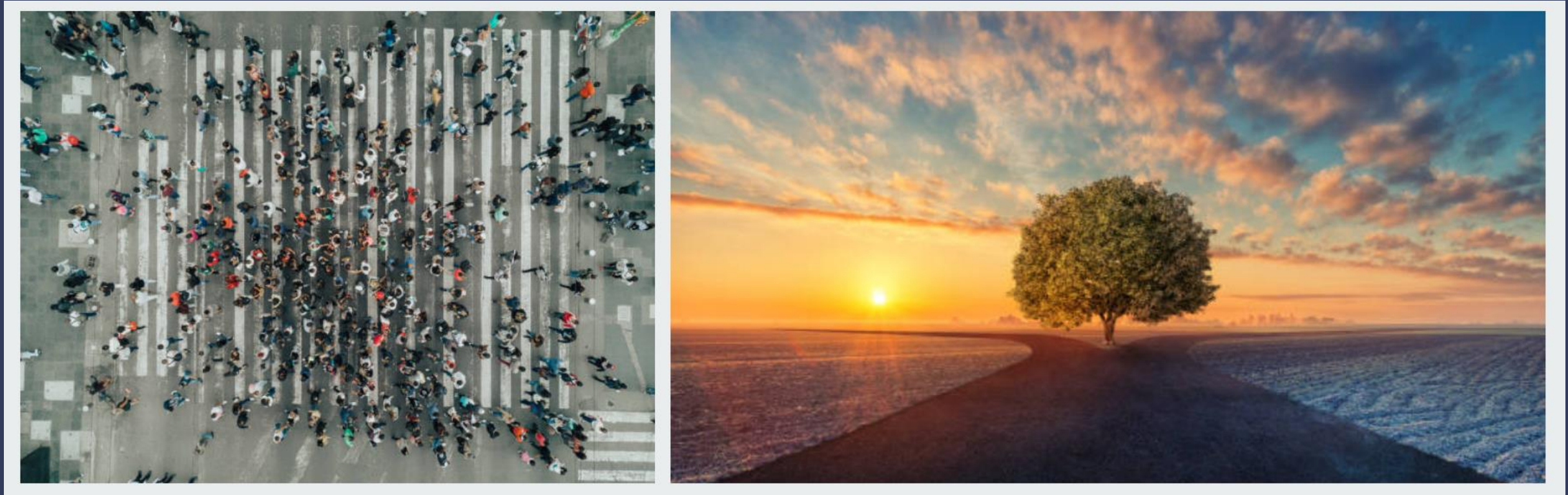
Key Coaching Understanding: Team working and collaboration. Listening and questioning between the students. Integration of different ideas

Final open question to the group:

- Did anyone view the life raft task as impossible?
- How did team members try to keep everyone on the life raft?
- Did the group cheat?



Crossroad choices



COACHING secret of success :

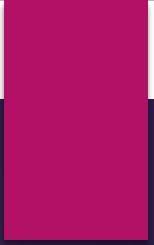


Don't just accumulate
knowledge!

USE your knowledge to
create concrete results!



Thank you. For your attention! 😊



***Module 3: Premises for
maritime coaching designed
for seafarer women***

The role of the maritime coach:

to guide & assist

What to do if we don't have a maritime coach on board ship?

What advice would you give to females who want to pursue a career in seafaring ?

Scientific research tool: 47 structured online interviews of women seafarers made in the period 2017-2018.

Source: Dragomir, C., Baylon, A., Azirh, N., Leon, A. (2018). "Women leaders in shipping as role models for women seafarers" published in *TRANSNAV - International Journal on Marine Navigation and Safety of Sea Transportation*, vol. 12, No. 2.

Table 1. Replies of women seafarers target group

Questions	What is your nationality?	What advice would you give to females who want to pursue a career in seafaring on board ship?
Nr.crt.		Replies
1	Filipino	You must have the courage and strong heart to follow your dreams in life.
2	Belgian	Fight for what you love...
3	Filipino	Seafaring is a very challenging Job. For you to prevail, you must know your rights and must know the right people who can help you when things go wrong. Respect can't be bought nor it can be forced on people. You have to earn it. You can start by respecting yourself.
4	Filipino	Stay strong and be positive all the time. Don't let men intimidate you because they are men. Work with them and show your worth as part of the team
5	Filipino	Never let your gender be a hindrance to your career. Be dedicated to your work and prove that female can also contribute to the development of maritime industry so that more companies will hire and accept females seafarers to work onboard ..
6	Romanian	None
7	Filipino	Be yourself and be brave. Don't be afraid to open up when you are being sexually harassed. Know your rights. Fight for your rights. Be tough onboard and don't let other people shatter your dreams.
8	Swiss / Australian	Have an accomplished shore career and some finances behind you first before thinking of going to sea. I went to sea after a nursing career of 15 years - at the age of 36. Now qualified as Master Mariner Foreign-going and currently sailing as Chief Officer, worldwide. I have still financial depth of 50'000.- from my study time as I was a self-funded student without sponsorship or scholarship all the way to Master.
9	Australian/ British	Life at sea can offer you a physical and mental challenge. It is a career choice that can open many opportunities. Don't be afraid to be the only woman in a male dominated environment. Create the change you want to see in the world.

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10	Australian	-
11	Australia	It can be an amazing experience if you get a supportive and good crew, if you want to have a family you can only do it when you are young, or when kids have grown up
12	Australian	Stand strong & work hard ethically. Someone will notice you and word will spread.
13	Australian	-
14	British	-
15	Australian	Be flexible, work hard, act and treat yourself as an equal to encourage others to see it that way.
16	Polish	Be very strong, never give up, believe in yourself and never let anyone tell you that it's not a place for you. Women are strong, confident and smart and it can be easily adapted in a seafaring.
17	British	-
18	Australian	You have every right to pursue your dream. Don't be disheartened by other people's experiences, don't set yourself aside from your male colleagues, get in there, lift the heavy things and do the dirty jobs. let your attitude and your work speak for themselves, you will encounter people who are threatened by you, Kill them with kindness! Don't let the societal pressures of marriage and children get in the way of what you want and most importantly, WEAR SUNSCREEN



**Next webinar: Resilient coach vs.
Maritime digital leader**



Introduction to Maritime Coaching

3 PILLARS FOR WELLBEING

ON AND OFF SHORE

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PILLAR 1

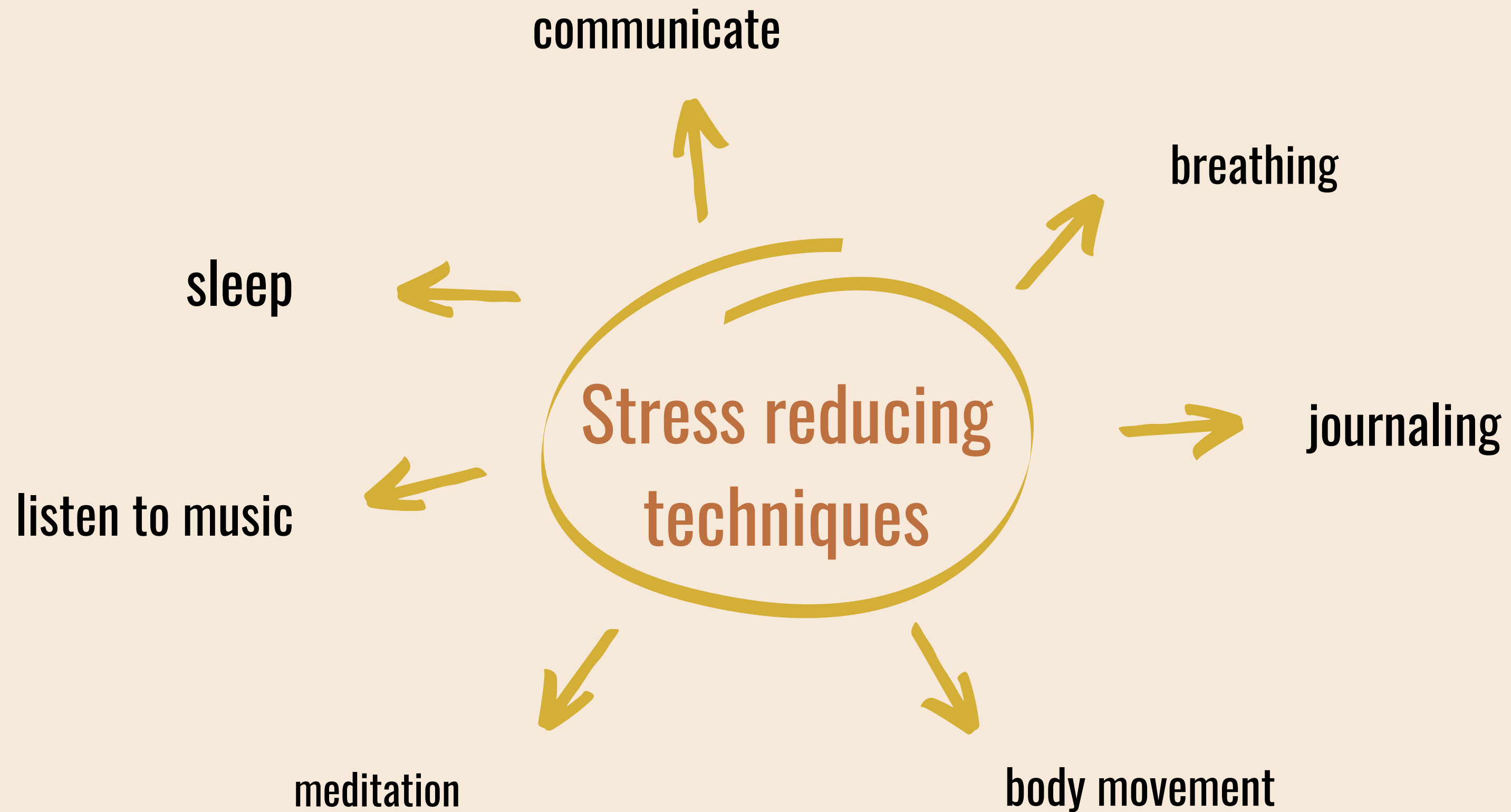
EMOTIONAL & MENTAL HEALTH



Mindfulness

- Find moments of presence & reconnection
- Implement healthy routines
- Practice gratitude







BREATHING EXERCISE



GRATITUDE EXERCISE





PILLAR 2

WORK-LIFE BALANCE





WHY INTEGRATION INSTEAD OF BALANCE?

1. Be more understanding & kind



**Everyone you meet is
fighting a battle
you know nothing about.**

Be kind. ♥ Always.

2. Listen to someone who is having a hard time



Ask questions and create a safe space for the person in front of you to open up

"How are you feeling?"
"Do you want to talk about it?"

- no judgement
- no unsolicited advice
- no interruptions

Share only if it establishes an emotional bond, but not to take away the spotlight from the story the person in front of you is sharing.



3. Journal

"Today I had a hard time because..."

"I feel sad when I think about..."

"The best memory I have with my family is when..."





PILLAR 3

PERSONAL & PROFESSIONAL GROWTH





THE DEFINITION OF
INSANITY IS DOING
THE SAME THING
OVER AND OVER AGAIN
EXPECTING DIFFERENT
RESULTS

GROWTH = TRANSFORMATION

WELLBEING -> CONTINUOUS LEARNING



- **CONNECT**
- **GIVE**
- **TAKE NOTICE**
- **KEEP LEARNING**
- **BE ACTIVE**



WHAT ARE YOUR STRENGTHS?



Remember a challenge you have been through and how you managed to overcome it. Choose something that you have already overcome, instead of something you are currently going through.



What did overcoming that situation show you about yourself?

What did you learn about yourself and your abilities?

5 minutes

Let's recap!

PILLAR 1: EMOTIONAL & MENTAL HEALTH

PILLAR 2: WORK-LIFE BALANCE (INTEGRATION)

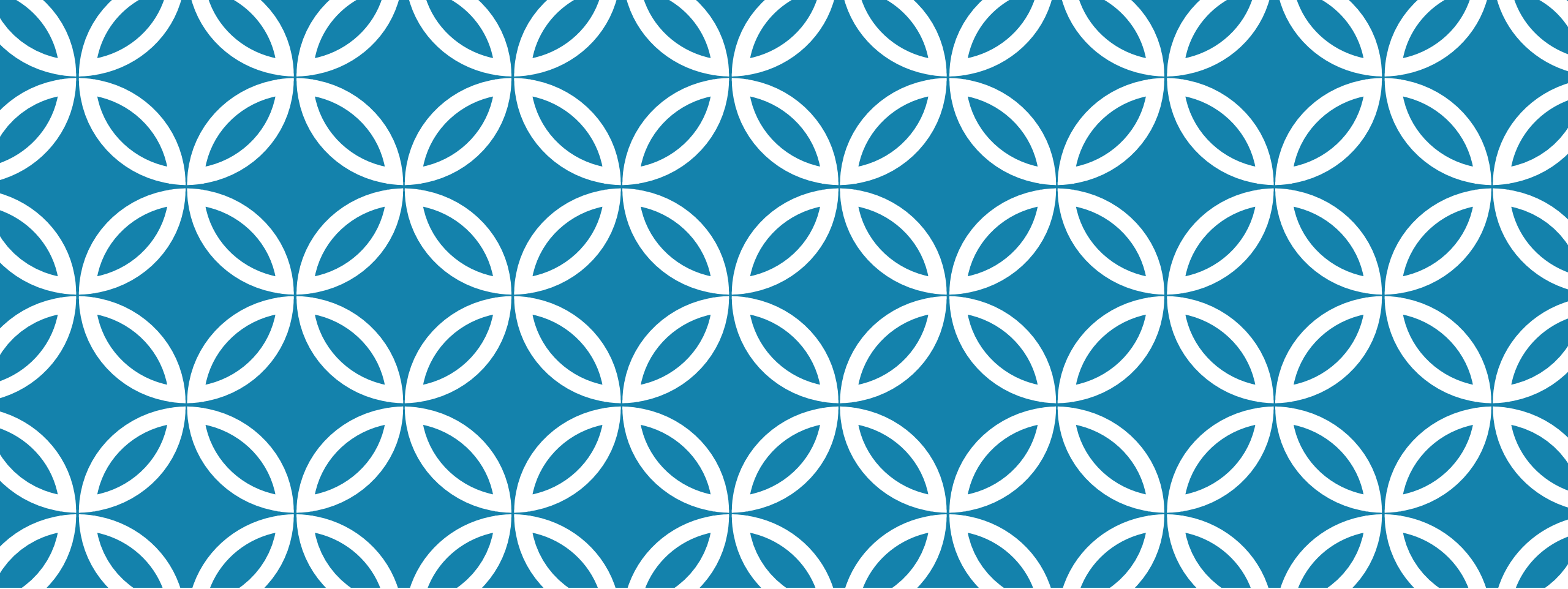
PILLAR 3: PERSONAL & PROFESSIONAL GROWTH





STORYTELLING & CREATIVITY EXPERT
IMPRESSIVITY BY ALEXANDRA
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UNCONSCIOUS BIAS



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