



Mads Munksgaard Pedersen, chief engineer, 'Esvagt Bergen' - Niels Høgh Johansen, master, 'Esvagt Protector' - Preben Andersen, chief officer, 'Esvagt Christina'. All three gained valuable insights during the first module.

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Training modules strengthen officer skills

ESVAGT LEADERSHIP EDUCATION 2015: Modules in situation-specific management, difficult meetings and psychological crisis management will give ESVAGT officers more tools to be better leaders.

This autumn, ESVAGT launched a training programme for masters, chief officers, chief engineers and first officers. The officers will complete three modules lasting three days each at Maersk Training in Svendborg and a fourth, three day long, module with the organisation and management specialist, Siegfried Andersen.

Officers will strengthen their management skills and learn about management dynamics through seminars and individual homework tasks, where they will try out in practise on board ship what they have learnt in theory.

“We recruit our officers from within our own ranks and their educational backgrounds vary enormously,” says Nick Ørskov, Head of People & HR for ESVAGT:

“There is a big difference in their theoretical and practical knowledge of leadership. This training is intended to ensure that we have a steady influx of qualified officers and that current and upcoming officers have the same box of management tools,” he says.

Using theory on board ship

The modules have been developed in collaboration with Maersk Training. The first module deals with subjects such as personality types, behaviour and situation-specific management; the second module tackles relationship and conflict management; and module three works with psychological crisis management, coaching and the role of being a mentor. The fourth module is still being developed and its subject will depend partly on the feedback from the first three modules.

There is group work along the way and examples from real life. Each module will start with a discussion on how the homework task will bring the theory from the previous module into practise in real life. Training will be rounded off with an exam after a year.

“We have seen real engagement from the participants from the first module and they are pleased that the programme is relevant. They gain new tools for their toolbox, which is our goal, and what they learn can be applied in their everyday working lives,” says Nick Ørskov.

The courses follow on from ESVAGT’s engagement survey and are in line with the ethos of the ESVAGT Standard:

“We want to deliver high quality service in everything we do and having well-trained officers helps us to do just that,” says Nick Ørskov.

Two teams of 20 people are training on a staggered basis.

Leadership Education - what did you take home?

Niels Høgh Johansen, master, "Esvagt Protector":

The training we received is absolutely something that we can take directly into use in our everyday lives on board the vessel. I have gained an insight into why colleagues react as they do - and a greater understanding of how these mechanisms work. It was enormously educational to hear about development during training: from enthusiasm and lack of knowledge through moderate enthusiasm with doubt and moderate knowledge right to enthusiasm and understanding. I recognised many of the aspects and learnt much that I can use. Especially when new people start. An impressively good course – the only down side is the long wait until the next course date!

Preben Andersen, chief officer, "Esvagt Christina":

A good course that makes you think and gives you insight into a number of things. It was educational to see how one's approach to a task depends on who is going to undertake it – and not least on how I, as a leader, know how to motivate in the right way. I will show the presentation on approaching a task – from enthusiasm, to discouragement, to 'maybe I can after all' to finally mastering the task – to my colleagues on board when I get back. I will also tell them on what I plan to work on to do things differently and better.

Mads Munksgaard Pedersen, chief engineer, "Esvagt Bergen":

The course was educational, both with regard to myself and to my colleagues. It is interesting to get to know yourself better and to see your strong and your not-so-strong sides. It gives you something to work on and an awareness of when you do things well. It was also good to learn how to better understand colleagues and see why they react as they do. Much of my training as chief engineer included management training – and this course helped to reinforce it.

ESVAGT is a dedicated provider of safety and support at sea, founded on an experienced and well-trained offshore crew and unmatched rescue capabilities.

We support the offshore Oil & Gas industries with a wide range of specialized services: Standby, Emergency Response and Rescue Vessels (ERRV), Oil spill response, Firefighting, Tanker assists, Rig moves, Supply services and

Interfield transfer of cargo and personnel.

In 2010, ESVAGT brought the dedicated offshore wind Service Operation Vessels (SOV) to the market. The SOVs provide accommodation for up to 40 technicians, storage for small turbine parts and a workshop, plus personnel and equipment transfer capabilities by either Walk-to-Work gangway system or Safe Transfer Boats.

ESVAGT was founded in 1981 and has a fleet of more than 40 vessels and more than 900 employees on- and offshore.

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