

Mentoring in Today's Modern Merchant Fleet

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Ship To Ship Mooring Master



Aims & Objectives of Research



- To show that marine accidents and incidents are occurring because experiential knowledge is not being transferred onboard vessels in the traditional way, by mentoring.
- To re-establish the flow of knowledge by providing ethical, structured and practical suggestions to mentors.
- To engage the maritime community in a conversation about mentoring.

Definitions

- ▶ **Experiential Knowledge** – *‘Knowledge gained from professional “on the job” experiences and reflected upon.’*
- ▶ **Mentor** – The Oxford English Dictionary describes a Mentor as *‘an experienced and trusted adviser’* and sources the origin of the word as *‘from the name of Mentor, the adviser of the young Telemachus in Homer’s Odyssey’*.

Definitions (Contd.)

- ▶ **Mentoring** – *‘Mentoring is a form of knowledge transfer based in part on altruism’*
Davenport T. & Prusak L. (1998).
- ▶ **Reflection** – *‘A thoughtful (in the sense of deliberative) consideration of your experiences, which leads you to decide what the experience means to you.’*
Institute of Work Based Learning. (2008).

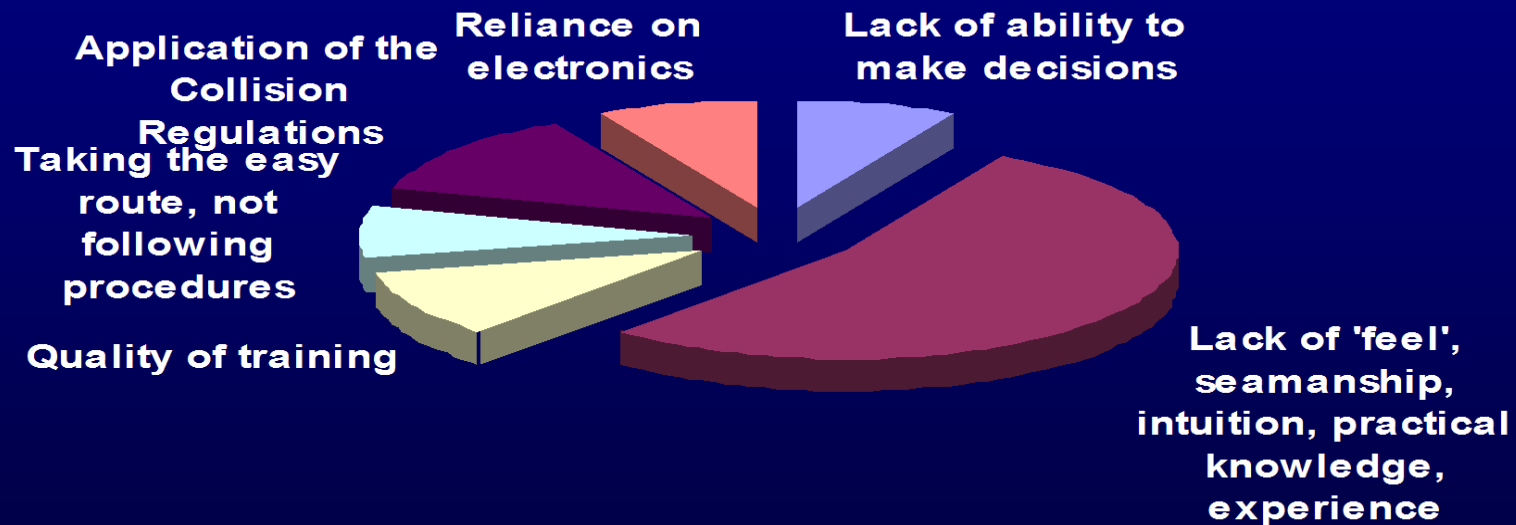
A True Moment of Experiential Learning!



My First Ship



What is the Most Significant Lack of Knowledge That Leads to Accidents or Incidents?



A 'Feel' for the Job

“Those gems of wisdom that are passed on during an operation, and that consolidate theoretical knowledge.”

Barriers to Mentoring

- Demands on Masters/Senior Officers time
- Rapid promotion
- Multinational / cultural crews
- Poor training / lack of basic knowledge
- Attitude / lack of interest
- Employing anyone who has a ticket
- Inexperience, and
- No formal system of training for Senior Officers

And The Top Answer Is?



LANGUAGE

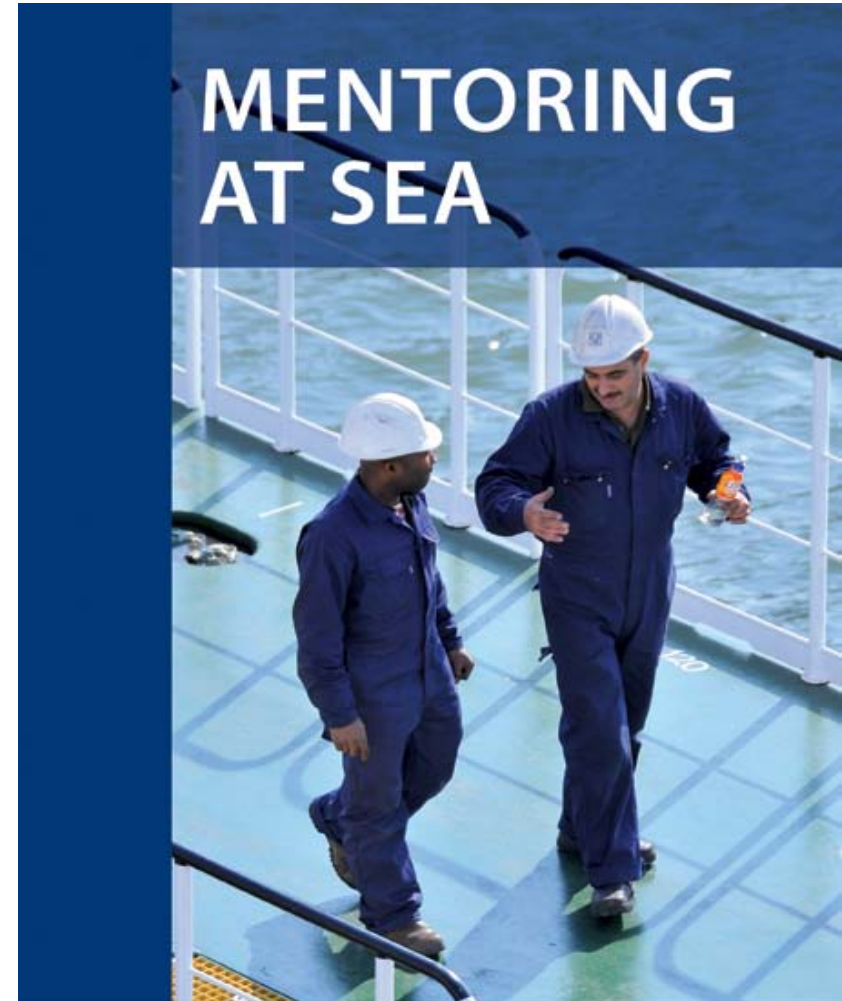
Benefits of Mentoring

- ▶ Free
- ▶ Traditional way of transferring experiential knowledge
- ▶ Maximum amount of time required – 10 minutes
- ▶ Can reduce accidents & incidents
- ▶ Enhances team concept onboard ship, and.....

Benefits of Mentoring

FREE

(And non-regulatory!)



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The 10 minute challenge

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