Course Syllabus

Course Title:	**Leadership and Communication for Seafarers**

Course Duration:	7.0 Hours
Course Difficulty:	Intermediate
Course Category:	Leadership

Learning Outcomes

- Communicate clearly and confirm understanding in safety-critical shipboard situations
- Lead and adapt their style to match task risk, urgency and team competence
- Create a climate where crew raise concerns early, across authority and cultural boundaries
- Delegate, coach and develop personnel to the standard the task requires
- Plan and reallocate work, time and resources as conditions and capacity change
- Apply a structured, risk-aware process to make and communicate operational decisions
- Manage conflict and difficult conversations professionally and respectfully
- Evaluate real shipboard scenarios and propose practical leadership and communication controls

References:	STCW Code (Leadership & Teamwork Competence Tables) / ISM Code	MLC, 2006 / IMO Res. A.947(23) – Human Element Principles

Course Subject	Time
Introduction • Course purpose, scope and learning outcomes • Regulatory positioning and the limits of this certificate • How to use the scenarios and reflection tools • Baseline self-assessment: how do I lead under pressure?	
Chapter 1 – Maritime Leadership, Responsibility and Safety Culture • The Maritime Leader – Command, Management, Leadership and Supervision • Responsibility, Accountability and Escalation • The Shore–Ship Leadership Interface • Leadership Styles and Adaptability • Safety Culture, the Human Element and Speaking Up	0.75 Hour
Chapter 2 – Clear Operational Communication • Communication as a Safety-Critical Process • Clear and Closed-Loop Communication • Briefings, Toolbox Talks and Handovers • Listening, Questioning and Feedback	0.92 Hour
Chapter 3 – Teamwork, Authority Gradients and Speaking Up • How Maritime Teams Function • Authority Gradients and Appropriate Challenge • Multicultural and Multilingual Communication • Professional Conduct and Conflict	0.83 Hour

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Course Subject	Time
Chapter 4 – Personnel Management, Coaching and Training • Delegation and Supervision • Coaching and Performance Feedback • Onboard Training and Competence Development • Motivation and Difficult Conversations	0.75 Hour
Chapter 5 – Task, Workload and Resource Management • Planning and Prioritization • Workload, Human Limitations and Fatigue • Effective Resource Management • Monitor, Adapt and Reallocate	0.92 Hour
Chapter 6 – Situational Awareness, Risk and Decision Making • Situational Awareness • The Structured Decision Cycle • Risk, Uncertainty and Time Pressure • Decision Traps and Post-Decision Review	0.92 Hour
Chapter 7 – Integrated Maritime Leadership Application • Before Action – Intent, Resources, Roles and Risk • During Action – Monitor, Communicate and Adapt • After Action – Debrief, Learn and Follow Up • Integrated Application – A Full-Scenario Case Study	1.0 Hour

Course Final Assessment	**1.0 Hour**

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