



# 24<sup>th</sup> Maritime HR & Crew Management Summit

**13th - 14th March 2019 / Grand Mercure Roxy Singapore**

**MCF Training Grant is available for eligible participants.**

## Confirmed Speakers

Capt Saurabh Mahesh, Head of Crew Sourcing & Cadet Administration, Marine HR, **A.P Moller- Maersk**  
Sanjiv Bhagat, Head Marine HR – Technical Management & Services, **OSM Maritime Group**  
Morten Maasoe, Head of Tanker Crewing Operations, **Thome Shipmanagement Pte Ltd**  
Taneal Roach, Global Head of HR, **The China Navigation Company**  
Rev. Canon Stephen Miller, Regional Director East Asia, **The Mission to Seafarers**  
Capt.Preetraraj Singh Sobti, Manager – Manning and Training, **MTM Ship management**  
Capt Devender Joshi, Director (Operations) / GM (MarinePersonnel Division), **MOL ShipManagement (Singapore) Pte. Ltd.**  
Merle Jimenez-San Pedro, President, **Mariners Polytechnic Colleges Foundation - Albay Philippines & WIMA-Asia**  
Capt. John Lloyd, Chief Executive, **The Nautical Institute**  
Capt Zuradi bin Zainol Abidin, President, **IKHTISAS KELAUTAN MALAYSIA [IKMAL]**  
Hans Boers, Founder & MD, **Boers Crew Services**  
Capt.Madhu Vadakkepat, Director, **Synergy Group**  
Jagmeet Makkar, Director, **SkillsPlus Pte. Ltd.**  
Nicolo Terrei, MD, **Augustea**  
Capt Gregory Sevilla, MD, **Avior Marine Inc**  
Jo- Anna Macabuhay, **Marine Expert**  
Capt. Ashwin M. Khandke, Senior Lecturer, **Singapore Maritime Academy**

## Sponsors



**For Commercial Opportunities & More Information, Contact:**

Venkat Rajan | E: [venkat@acieu.net](mailto:venkat@acieu.net) | T: +91 9167688060

**For Registrations, Contact:**

Pramod Kale | E: [pkale@acieu.net](mailto:pkale@acieu.net) | T: +91 9637464143



ACI's 24th Maritime HR & Crew Management Summit which is the ultimate platform to bring the latest innovation, strategies, insights and international best practices by the most influential and respected Maritime HR leaders and practitioners from around the globe.

The 2 day conference will focus on practitioners sharing their insights on HR trends and developments, and emerging skillsets to equip maritime employees to remain relevant in today's automated and digitalized environment. You can expect open discussions and interactive sessions giving you a chance to voice your opinion and hear from thought leaders on following:

- ◆ How crew can cope up and comply with Digitalization, Sulphur 2020 and other major changes in the Marine industry?
- ◆ Simulation, Gamification and Virtual Reality for Crew Members in terms of Operational & Technicalities
- ◆ What are the Challenges of Recruitment and Retention?

## Key Topics

- ◆ Latest trends in the Crewing
- ◆ CBT Trainings for Crew Members in terms of Operational & Technicalities
- ◆ IT & Blockchain training – For Crew members (offshore & onboard)
- ◆ Human Wellbeing & Welfare
- ◆ Recruitment & Retention – Challenges & Solutions
- ◆ Women Crew Farers & Safety aspects
- ◆ Benchmarks for Crew Management industry
- ◆ Next Generation of Environmentally – Conscious Seafarers

## Commercial Opportunities

For any commercial partnership please contact:

**Ketan Kulkarni**  
Tel: +91 2048523141  
Email: ketan@acieu.net

## Who Should Attend?

ACI's events attract a targeted group of senior level executives and decision-makers from industry. Our meetings are strictly end-user focused.

You will meet and network with representatives from:

- ◆ Ship Owners, Operators and Managers
- ◆ Recruitment Organisations
- ◆ Crew & Manning Agencies
- ◆ Crew Suppliers
- ◆ HR Software Applications and other technology providers
- ◆ Insurance companies
- ◆ Finance Companies
- ◆ Class societies
- ◆ Academic community
- ◆ Training & Development centres

## The conference will be held in a beautiful city of Singapore



## Speaking Opportunities

If you would like to be considered as a speaker at the event for a 30-45 mins presentation, please submit an abstract for consideration to:

**Nitisha Sancheti**  
Tel: +91 2048523149  
Email: nitisha@acieu.net

**DAY 1**

Wednesday 13th March 2019

**08:00 REGISTRATION & COFFEE****08:55 CHAIRMAN'S OPENING REMARKS**

Jagmeet Makkar  
Director  
**SkillsPlus Pte. Ltd.**

**09:15 PANEL DISCUSSION****Ship-owners panel: Current and Future challenges in crewing industry**

- Sourcing the right talent
- Maintaining the supply and demand ratio, keeping in mind the quality standards
- Strategies for training & assessment
- Seafarers' social life and its effect on maritime safety
- Overcoming regulatory challenges
- Dynamics between Ship owners & managers
- How to tackle shortage of crew and lack of trained staff?
- Impact of digitization and automation in the crewing industry

**Moderator:**

Jagmeet Makkar  
Director  
**SkillsPlus Pte. Ltd.**

**Featured Panelists:**

Sanjiv Bhagat  
Head Marine HR – Technical Management  
& Services  
**OSM Maritime Group**

Capt Devender Joshi  
Director (Operations) / GM (Marine Personnel  
Division)  
**MOL ShipManagement (Singapore)**

Morten Maasoe  
Head of Tanker Crewing Operations  
**Thome Shipmanagement Pte Ltd**

**10:00 CONFERENCE PRESENTATION****Impact of New Regulations: Dilemma for Shipowners & Managers**

- An overview of the forthcoming new regulations and the ones in the pipeline. This is then followed by a discussion about the expected technical, commercial and financial impact on shipping and the options that the stakeholders may have in terms of compliance. Role of Ship Managers and Owners in selecting cost effective and more importantly "compliant" solutions amongst various alternatives.

Jagmeet Makkar  
Director  
**SkillsPlus Pte. Ltd.**

**10:45 COFFEE BREAK SPONSOR - AMC Search****COFFEE BREAK ADDRESS****Onboard Maritime Industry Training Solutions through the Use of Avatars and Gamification**

Rob Palmer  
Manager - Marketing, Communications &  
Business Development  
**AMC Search**

**11:15 CONFERENCE PRESENTATION****Specific Visa procedures for seafarers in the Schengen area**

- Requirements for obtaining multiple entry visas
- Schengen – one area different rules?
- Letter of Invitation versus Visa on arrival
- Tips and tricks

Hans Boers  
Founder & MD  
**Boers Crew Services**

**11:45 CONFERENCE PRESENTATION****Integrating Humans & Technology – A Game Changer**

- Futureproofing Seafarers against digitalization through Training

Capt. John Lloyd  
Chief Executive Officer  
**The Nautical Institute**

12:30

**CONFERENCE PRESENTATION**  
**VR & Gamification in Maritime Training**

- The convergence of technologies i.e the Internet of Things (IOT) has made Maritime training very much more interesting for seafarers. The trending learning tools for better learning outcome for seafarers.
- A combination of playing computer games and learning.
- Seafarers can access the training anywhere and anytime of the day as long as there is internet.

Capt Zuradi bin Zainol Abidin  
President  
**IKHTISAS KELAUTAN MALAYSIA [IKMAL]**

13:15

**LUNCH**

14:15

**PANEL DISCUSSION**  
**Talent Management Strategies: For Recruitment & Retention**

- Identifying skill gaps and Preparing for future seafarer
- Adaption to compete in the new era for talent
- Recruiting for potential and culture fit
- Efficient hiring strategies for effective crewing pool and measuring its impact
- Onboarding experience to be improvised
- Timely feedback at regular intervals for openness and transparency in your organization
- Boosting retention through increasing employee engagement

**Moderator:**

Jagmeet Makkar  
Director  
**SkillsPlus Pte. Ltd.**

**Featured Panelists:**

Capt Saurabh Mahesh  
Head of Crew Sourcing & Cadet  
Administration, Marine HR  
**A.P Moller- Maersk**

Capt.Preetraj Singh Sobti  
Manager – Manning and Training  
**MTM Ship management Pte. Ltd.**

Taneal Roach  
Global Head HR  
**The China Navigation Company**

15:00

**CASE STUDY**  
**The Seafarers Life**

Gone are those days where seafarers had to travel for days together, with shorter contracts coming into picture and importance of crew members – welfare and wellbeing. The life of Seafarers has changed completely. This topic would shed light upon different set of challenges faced by seafarers and how can we deal with them. A story of Seafarers journey at sea.

Capt Gregory Sevilla  
MD  
**Avior Marine Inc**

15:45

**CHAIRMAN'S CLOSING REMARKS**

16:00

**CLOSE OF DAY ONE & AFTERNOON REFRESHMENTS**

## DAY 2

Thursday 14th March 2019

08:30	<b>REGISTRATION &amp; COFFEE</b>
09:00	<b>CHAIRMAN'S OPENING REMARKS</b> Rev. Canon Stephen Miller Regional Director East Asia <b>The Mission to Seafarers</b>
09:05	<b>CONFERENCE PRESENTATION</b> <b>NexGen Seafarers moving towards Sustainability</b> <ul style="list-style-type: none"> <li>How to deal with uncertainty in regulations and challenging times ahead in the maritime industry?</li> <li>Training requirements being met in the near future whilst maintaining industry</li> <li>Seafarers vision on Sustainable Maritime</li> </ul> Capt. Madhu Vadakkepat Director <b>Synergy Group</b>
09:50	<b>PANEL DISCUSSION</b> <b>Women Crew Farers</b> <ul style="list-style-type: none"> <li>Understanding the ratio proportion and promoting women in shipping</li> <li>Discussing leadership ladder - Roles that can be handled/ taken by women crew</li> <li>Tackling onboard and offshore challenges faced by women - How, why and what?</li> <li>Dealing With Prejudice and Stereotyping People</li> <li>Adapting To Mental and Physical Stress</li> <li>Proving Competency</li> <li>Would technology, Data Analytics have any impact on this?</li> <li>Emphasis on safety aspects</li> </ul> <b>Moderator:</b> Rev. Canon Stephen Miller Regional Director East Asia <b>The Mission to Seafarers</b> <b>Featured Panelists:</b> Merle Jimenez-San Pedro President <b>Mariners Polytechnic Colleges Foundation – Albay Philippines &amp; WIMA - Asia</b> Taneal Roach Global Head HR <b>The China Navigation Company</b>

Jo- Anna Macabuhay  
**Marine Expert**

Capt. Ashwin M. Khandke  
 Senior Lecturer  
**Singapore Maritime Academy**

10:45 **MORNING REFRESHMENTS**

11:15 **MASTERCLASS | CBT TRAINING**  
**Guaranteeing Crew Competence - For**

- Effective training for system operations, upgrades & maintenance
- What to do when things go wrong or out of control?
- Action plans for emergencies
- Computer- based training / Virtual Trainings onboard

Nicolo Terrei  
 MD  
**Augustea**

12:00

**CONFERENCE PRESENTATION**  
**Seafarer's Wellbeing & Welfare**

- How to deal with Stress, Loneliness and other psychological issues on board?
- Building Resilience programs – Adapting to a preventive approach
- Encompassing wellness strategy to improve the quality of the seafarers
- Boosting employee engagement
- What facilities on board can/should be improved?
- Analyzing the data in order to diagnose issues/ trends
- Learnings from the past
- Prepping up for market volatility

Rev. Canon Stephen Miller  
 Regional Director East Asia  
**The Mission to Seafarers**

12:45

**LUNCH & NETWORKING**

13:45

## CONFERENCE PRESENTATION

### Safety for Seafarers

- Role of Seafarers preventing Incidents & Accidents at sea
- Setting Safety standards and its implementation
- Creating effective Safety culture in order to strengthen safety onboard
- Vision – “Zero Accidents Goal”

Capt. Ashwin M. Khandke  
Senior Lecturer

**Singapore Maritime Academy**

14:30

## OPEN DISCUSSION

### Spotlight on Future of crewing Industry

- What will be driving the crewing industry – Is it crew cost, Human safety or Efficiency?
- Crewing Strategies to stay ahead of competition
- New Regulations and its implementations  
What are the biggest opportunities for operators?  
Nexgen Maritime Leaders – how to train, promote and grow them?

#### Moderated By:

Rev. Canon Stephen Miller  
Regional Director East Asia

**The Mission to Seafarers**

15:15

## CHAIRMAN'S CLOSING REMARKS

Rev. Canon Stephen Miller  
Regional Director East Asia


**The Mission to Seafarers**

15:30

## END OF CONFERENCE & AFTERNOON REFRESHMENTS

## Registration Is Simple

If you would like to register for this event or wish to find out more information, you can contact Pramod Kale using any of the following methods:

 +91 9637464143/ +91 2048523144

 pkale@acieu.net

 <http://www.acius.net>

 Postal Address:

ACI Europe, 5/13 Great Suffolk Street, London, SE1 0NS

## Registration Is Simple

Conference (Includes Access to Documentation Pack) 13th & 14th March 2019	£1,695.00
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Documentation Pack Only	£470.00
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Please Note.

Members and customers of all supporting organisations are entitled to a discount off their conference package.

For more information please call +91 9637464143

## Terms & Conditions

### Payment

Payment must be received within five business days of returning the signed contract. After receiving payment a VAT receipt will be issued. If you do not receive a letter outlining details two weeks prior to the event, please contact the Conference Coordinator at ACI Europe Ltd. Discounts are available for multiple/group bookings. Please call +91 9637464143 for more information.

### Cancellations

Substitutions are welcome up to 24 hours prior to the event. Cancellations must be received in writing no less than 3 weeks prior to the start of the conference; a full credit voucher towards a future ACI conference will be issued. Any cancellation received less than 3 weeks prior to the start of the event shall be deemed to be a breach of this contract by client, and accordingly, no credits will be given. Cancellations must be received in writing by mail or fax three weeks before the conference. Thereafter the full conference fee is payable. If for any reason ACI Europe Ltd decides to amend, cancel or postpone this conference, the conference fee will not be refunded. Furthermore, ACI Europe Ltd will not be responsible for covering airfare, hotel or other costs incurred by registrants. In the event that ACI Europe Ltd cancel or postpone the event, ACI Europe Ltd reserves the right to transfer this booking to another conference to be held in the following twelve months, or to provide a credit of an equivalent amount to another conference within the following twelve months. The construction, validity and performance of this agreement shall be governed in all respects by the laws of England to the exclusive jurisdiction of whose courts the Parties hereby agree to submit.

**Accommodation** The cost of accommodation is not included in the event fee. Preferential rates will be arranged with or near the event venue, and all confirmed delegates will be given details of how to book accommodation at this rate in due course.

## About ACI

ACI, a UK owned company, has been running successful conferences in the USA since 1999. Headquartered in Chicago, ACI opened its European head office in London at the end of 2005 and has expanded rapidly, launching a series of events in key industries including maritime, energy, chemicals, cosmetics & pharma and opening offices in Poznan (Poland) & Pune (India).

## Association



## Media Partners

