

28th & 29th October 2008

3rd Maritime HR & Crew Development

London, UK



Addressing crewing challenges through best practice strategies

ACI's 3rd HR and Crew Development Conference follows on from the success of last year's meeting in order to continue working towards practical ideas to address the global manning shortage and in particular the lack of highly qualified officers. The challenges in crew recruitment and the retention of highly skilled staff require solutions which will be in the long-term best interest of the industry. At this crucial time it is vital that strategies to boost recruitment and improve training add value to the crew and company, increase the skills base, foster loyalty and thus provide cost-effective crew management.

WHY YOU CANNOT MISS THIS EVENT

Throughout the 2 days you will have the opportunity to hear from your industry peers and discover the hottest developments in the recruitment and training of crew:

- **Discover strategies to enhance the skills base of your crew**
- **Understand the factors affecting crew loyalty**
- **Examine how to accurately assess the competency of seafarers**
- **Hear how to promote the advantages of a maritime career**
- **Consider the most effective strategies in the retention of crew**

Benefits of Attending

- **Hear** from an outstanding line-up of the industry's leading crew management executives.
- **Network** informally with a relatively small, targeted group of senior-level decision-makers from the maritime industry.
- **Learn** more about the strategies of your peers'
- **Discuss** the latest challenges and developments in this rapidly changing sector of the industry.
- **Participate** in roundtable sessions – giving you the chance to discuss the latest issues with your colleagues – and the speakers – in an open, informal and intimate setting.

Who will attend?

All ACI's events **are strictly end-user focussed** attract a targeted group of senior level researchers and decision-makers from industry. Delegates will be drawn from Ship Owning and Ship Management companies and include VPs, Directors and Managers of:

- Human Resources
- Crew Management
- Fleet Management
- Training and HSQE

TESTIMONIALS FROM LAST YEAR'S MEETING

"I must thank you for well organised Conference with relevant topics and good speakers"
SVP Marine Operations Star Reefers

"it would be my pleasure to be associated with it again next year"
KK Sharma

"a good selection of key travel decision makers present"
Sales & Client Services Manager, Griffin

CONFERENCE SPONSORS:



Our expert speaking faculty includes:

Jan Morten Eskilt,
Chairman,
OSM Group

Ole Stene,
President,
Intermanger

Senior Representative,
**Bernhard Schulte
Shipmanagement**

Peter Jodin,
Safety Manager,
Wallenius Marine AB

Hanus Mikkelsen,
General Manager,
Clipper Marine Services

Hans Dürke Bloch-Kjær,
Sales & Marketing
Manager,
**Maersk Training Centre
A/S**

OPPORTUNITIES TO MEET YOUR TARGET AUDIENCE

Companies can gain direct access to our senior level audience and have an increased level of visibility through branding and networking at the conference. For information on available sponsorship and commercial opportunities, please contact:
Jean-Jacques Hermans on
+44 207 981 2506 or email
jhermans@acius.net

INFORMATION & REGISTRATION:

+44 (0) 207 981 2504 or mmulazzi@acius.net

VISIT US ONLINE: <http://www.acius.net>

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DAY ONE: 28th October 2008

08.00 Registration and Coffee

09.00 CHAIRMAN'S OPENING ADDRESS

Ole Stene, President, Intermanger and MD, Aboitiz
Jebsen Bulk Transport Corporation

09.10 KEYNOTE ADDRESS

A Call for Action: Assessing the Real Impact of Crew Shortages on the Productivity of your Shipping Operations

- Putting the shortfall of crew in perspective
- Why are some shipping sectors more affected than others?
- Evaluating the extent to which the crew shortage is affecting your bottom line

Jan Morten Eskilt, Chairman, OSM Group

09.50 CONFERENCE PRESENTATION

Encouraging a Farsighted Approach to the Crewing Crisis

- Promoting industry wide cooperation
- Discouraging "quick-fix" crewing strategies
- Exploring a roadmap to avoid a worsening of the recruitment and retention problems

David Dearsley, Secretary General, International Maritime Employers Committee

10.30 CONFERENCE PRESENTATION

Establishing a More Attractive Working Environment: Improving the Work Life Balance of Crew

- Improving comfort and working conditions
- Using technology to avoid isolation
- Giving onboard crew adequate support

Revd Philip Auden, Port Chaplain, Mission to Seafarers

11.10 Morning Refreshments and Exhibition Showcase

11.40 CONFERENCE PRESENTATION

Understanding the Seafarer's Perspective

- An examination of the 2007/2008 Life at Sea Survey conducted by Shiptalk recruitment
- What are the priorities for officers when choosing a career at sea?
- What makes seafarers feel valued?

Thomas Brown, Chairman, Shiptalk Recruitment Ltd

12.20 CONFERENCE PRESENTATION

Assessing the Implications of a Wages Led Approach to Bolstering Recruitment

- Examining the wage scale situation
- Avoiding over-paying crew
- Mitigating effect of poaching on seafarers wages

Hanus Mikkelsen, General Manager, Clipper Marine Services

13.00 Lunch

14.20 CONFERENCE PRESENTATION

Effectively Marketing the Advantages of a Seafaring Career to Attract New Recruits

- Re-branding seafaring as a career
- Cooperating with different organisations to promote the industry
- Constructing a long-term recruitment plan

Laurentiu A Lazar, General Manager, Barklav SRL

15.00 CONFERENCE PRESENTATION

Assessing the Benefits of Adopting a Proactive Approach to Training to Improve the Appeal of your Company

- Effectively marketing your company through innovative training schemes and partnerships
- Engaging cadets in the philosophy of your company
- Setting the benchmarks to establish your company as a "good employer"

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15.40 Afternoon Refreshments

16.00 CONFERENCE PRESENTATION

Examining the Impact of the Growing Trend in Third Party Management on the Shortage of Officers

- Evaluating the limits of your "in-house" resources
- Debating who should take responsibility for management
- How does this trend effect the balance in supply and demand for highly skilled crew

Andrew Cook, Director Crew Co-Ordination, V.Ships

16.40 "Interactive" ROUNDTABLE DISCUSSIONS

Topics to be covered include:

17.40 Drinks Reception and End of Day One

* Invited speaker

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DAY TWO: 29th October 2008

08.30 Registration and Coffee

09.00 CHAIRMAN'S OPENING ADDRESS

Ole Stene, President, Intermanger and MD, Aboitiz Jebsen Bulk Transport Corporation

09.10 KEYNOTE ADDRESS

Addressing the Industry's Skills Deficiency: Practical Approaches to Improve the Competency Level of Crew

- Evaluating the need for an industry wide standard of officer competency
- Providing a tool for skills comparison
- Encouraging shipping companies to take a more active role in training
- Recognising the skills of officers quickly and more accurately

Hans Dürke Bloch-Kjær, Sales & Marketing Manager, Maersk Training Centre A/S

09.50 CONFERENCE PRESENTATION

Accurately Assessing the Competency Level of Your Crew

- Improving competency assessments
- Going beyond STCW certification
- Improving performance in audits
- A cost benefit analysis of offering additional training

Howard Snaith, Marine Director, INTERTANKO

10.30 CONFERENCE PRESENTATION

Working More Efficiently with the Your Existing Crew

- Optimising crew utilisation
- Making the most of available resources
- Improving the skills base of your team

Senior Representative, Bernhard Schulte Shipmanagement

11.10 Morning Refreshments

11.40 "Interactive" ROUNDTABLE DISCUSSIONS

Topics to be covered include:

* Invited speaker

12.40 Lunch

14.00 CONFERENCE PRESENTATION

Evaluating the Practicalities of Increasing On-Board Training

- Benefiting from a culture of continued learning
- Accelerating the development of skills
- Assessing the return on investment of on-board training; is this the best use of resources?

David Williamson, Vice President, Fleet Operations, BP Shipping*

14.40 CONFERENCE PRESENTATION

Improving the Fast-Tracking of the Most Able Candidates: Encouraging Crew Retention

- Is fast tracking the golden bullet to the crewing crisis?
- Using fast-tracking as a retention tool
- How to implement an effective fast-tracking programme
- Getting your fast track programme recognised

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15.20 CONFERENCE PRESENTATION

Developing Loyalty Amongst Crew through Opportunities for Life-Long Learning

- Investing in talent to demonstrate the value of your staff
- Developing a long-term crew development plan
- Communicating this ethos within the company and beyond

Peter Pashegor, Managing Director, CMS Crew Management Services*

16.00 CONFERENCE PRESENTATION

Maintaining Safe Operations in the Midst of a Skills and Crew Shortage

- Reducing the human element in accidents through improved training
- What are the safety challenges faced by sea masters
- Guidelines for reducing incidents at sea

Peter Jodin, Safety Manager, Wallenius Marine AB

16.40 Closing remarks & Afternoon Refreshments

17.10 End of conference

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5 EASY WAYS TO REGISTER

Tel: +44 20 7981 2504
Fax: +44 20 7593 0071
Email: mmulazzi@acius.net

Web: <http://www.acius.net>
Mail: ACI Europe, 5/13 Great Suffolk Street, London, SE1 0NS

TERMS AND CONDITIONS

How to Register

Registrations must be received in writing or electronically at our secure web site. Please complete and mail or fax a copy of registration form with a cheque or credit card number. Fee includes program materials, continental breakfast, networking luncheon and refreshments.

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 Co-ordinator at ACI Europe Ltd.

Discounts are available for multiple/group bookings. Please call +44 20 7981 9800 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. By completing this registration form, the client hereby agrees that in case of dispute or cancellation ACI Europe Ltd will not be able to mitigate its losses for any less than 50% of the total contract value. 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.

About ACI

ACI, a UK owned company, have been running successful conferences for the last 8 years in the USA. Headquartered in Chicago with offices all around the States, they run forums in varied fields and are market leaders in Healthcare business conferences. Opening their European head office at the end of 2005, they have expanded rapidly and are launching a series of events covering emerging markets, the maritime industry and now the pharmaceutical industry.

Venue:

Central London, UK. Details to be confirmed.

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.

Prices and Payment Information

Conference (Includes Documentation Packet)
Documentation Packet

28th – 29th October 2008
Copies of all conference proceedings

£1,325 (+ VAT)
£395

Documentation Packet Available

You can purchase the 3rd Maritime HR & Crew Development papers at just £395. Simply tick the box on the booking form, send it with payment and your copy will be on its way to you after the meeting. This important manual will be a source of invaluable reference for the future.

Discounted Registrations

Members and customers of all supporting organisations are entitled to a 15% discount off their conference package. The deadline for discounted registrations is 1st August 2008. For more information please call +44 20 7981 2504.

Media Partners:

