

5th Maritime HR & Crew Development

28th & 29th October 2009
London, UK



Maximising Productivity and Profitability in the Current Shipping Climate

ACI's 5th Maritime HR & Crew Development follows on from the success of our last event in highlighting the most topical issues within the maritime industry. The escalating cost of recruiting, retaining and training crew is having an impact on the profitability of shipping companies. Shipping organisations is also under pressure to raise the standards of seafarers to maximise operational efficiency and safety. This timely event will look at the real answers to these issues and the solutions that can be put in place to propel your organisation to the next level in the short and long term.

WHY YOU CANNOT MISS THIS EVENT

In the current economic climate, ship operators are actively engaging in cost-cutting measures. However, in order to ensure that there is an adequate number of high-quality crew in the short and long term, investments in recruitment and training need to be maintained. At this event, you will not only hear from leading maritime organisations on the best practice in retain crew but also network with your industry peers and exchange ideas on how the industry is moving forward.

AN INTERACTIVE 2 DAYS

ACI's meetings offer the perfect opportunity to discover the latest updates and to discuss your own challenges and solutions with your peers through an interactive and informative 2 day programme.

- **Network** with high level industry leaders and peers in the maritime industry
- **Profile** your organisation amongst the world's leading maritime organisations and secure maximum exposure
- **Learn** the latest cutting best practices to be employed in your organisation
- **Participate** interactive discussions to share knowledge, best practices and bringing discussions to reality
- **Feel** the vibrant atmosphere and excitement in Europe's premier annual maritime hr and crew development event

Who will attend?

All ACI's events attract a targeted group of senior level researchers and decision-makers from industry. **Our meetings are strictly end-user focussed.** Only a select group of companies are invited to sponsor the event – to ensure the emphasis is on the industry participants, and making sure our delegates have a valuable and positive experience.

All ACI's events **are strictly end-user focussed** attract a targeted group of senior level executive 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
- Manning Agencies

TESTIMONIALS

'it was my pleasure to be together with you on this event, which in my opinion was the best event in MHR so far I have attended considering topics and your guests speaker presentations' - Barklav SRL

'I also felt the Conference went well with some very good input. Having now participated twice, we would of course be interested in next year's event' – BIMCO

'I enjoyed the conference, especially the opportunity to converse with leading professionals from the maritime industry, and glean some best practices' - Mercy Ships

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@acieu.net

Speakers include representatives from:

Stena Bulk

Northern Marine Management

Kuwait Oil Tanker Co

Wallem Shipmanagement

Finaval

Mediterranea di Navigazione

Fratelli D'Amico Armatori

Wilson Shipmanagement

OSM Shipmanagement

Kuwait Oil Tanker Company

International Registries

And many more.....

With thanks to our 2009 sponsors:



For more information or to register for this exclusive event, contact Melanie Mulazzi
By calling +44 (0) 207 981 2504
Emailing mmulazzi@acieu.net

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DAY ONE: 28th October 2009

08.00 **Registration and Coffee**

09.00 **CHAIRMAN'S OPENING ADDRESS**

Giles Heimann, Secretary General, IMEC

09.10 **KEYNOTE ADDRESS**

A Ship Operator's Perspective: Managing Crew in the Current Shipping Market

- Effectively managing the increasing crew cost
- Planning for the short and long term
- Putting in place policies for long term management of crew
- How will redundancies effect the long term competitiveness of your organisation

09.50 **CONFERENCE PRESENTATION**

A Ship Manager's Perspective on Current and Future Manning Situation

- Managing the challenges of ensuring adequate quality crew while reducing cost
- How are the various stakeholders responding to the current economic climate to ensure business productivity
- Minimising wastage in crew investment by reducing the attrition rate
- Latest update on global crew shortages: short and long term forecasts

Arvind Sharma, Group HR Marine Director, **Bernhard Schulte Ship Management**

10.30 **CONFERENCE PRESENTATION**

Industry Outlook

- How will redundancies effect the long term competitiveness of your organisation
- Minimising wastage in crew investment by reducing the attrition rate

Ali Shehab, Manager Fleet Personnel Group, **Kuwait Oil Tanker Company**

11.10 **Morning Refreshments and Exhibition Showcase**

11.40 **CONFERENCE PRESENTATION**

HR Strategies and Performance Improvement

- Achieving strategic goals by engaging crew in the company activities
- Implementing policies and activities
- Retention, remuneration and promotion strategy

Chris Wincott, General Manager, **Precious Associates**

12.20 **CONFERENCE PRESENTATION**

Knowledge Management - Human Performance Management

- Is this a key tool for the maritime industry
- Assessing crew competence and managing training
- Achieving knowledge creation, codification and sharing

Subroto Ghosh, Marine Superintendent, **Wallem Shipmanagement**

13.00 **Lunch**

14.20 **CONFERENCE PRESENTATION**

Ensuring Ongoing Crew Training Investment the Current Economic Climate

- How is the current shipping market Impacting of crew
- Emphasising the need for ship operators to continue investing in crew training
- Maximising ROI on cadet training programmes

Staffan Strive, Crew Manager, **Transatlantic / ACL ShipManagement**

15.00 **CONFERENCE PRESENTATION**

Maximising the Effectiveness of Training for Safety at Sea

- Achieving a standard training requirements across the globe
- Measuring the benefits of training cadets on ships
- Safety oriented training to effectively manage risk

Davide Servidei, Crew Manager and Operation Department, **Mediterranea di Navigazione**

15.40 **Afternoon Refreshments**

16.00 **CONFERENCE PRESENTATION**

Best Practices in Ensuring High Quality Crew

- Optimising career progression
- Making seafaring and attractive career option
- Addressing the increasing pressure on seafarers

Bjørn Simonsen, Managing Director, **OSM Crew Management**

16.40 **"Interactive" ROUNDTABLE DISCUSSIONS**

Topics to be covered include:

**TABLE 1: Onboard training
CHAIR:**

**TABLE 2:
CHAIR**

**TABLE 3:
CHAIR:**

17.40 **Drinks Reception and End of Day One**

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DAY TWO: 29th October 2009

08.30 **Registration and Coffee**

09.00 **CHAIRMAN'S OPENING ADDRESS**
Giles Heimann, Secretary General, IMEC

09.10 **KEYNOTE ADDRESS**
How does the Industry Respond to the Needs of Seafarers: Understanding the ILO Maritime Labour Convention 2006 and the revised STCW Convention

- Will this regulatory initiatives deliver highly-trained crew
- Managing expectation of crew
- Can work-life balance for crew be improved?
- How does the Convention add value to the shipping industry

Robert A Fay, Senior Vice President Maritime Operations, **International Registries**

09.50 **CONFERENCE PRESENTATION**
Human Element and Risk Management

- Improving skills of crew in operating modern and technologically advanced ships
- Developing and effective strategy to manage risk
- Minimising crew fatigue
- Ensuring environmental compliance of international standards

Stephen Bligh, Director & Head Maritime Advisory Services UK, **DNV Maritime MEA**

10.30 **Morning Refreshments**

11.00 **CONFERENCE PRESENTATION**
Identifying the Current & Future Supply of Qualified Crew

- Are the current supply centres of crew able to meet long term needs?

Waldemar Perchel, President, **Döhle Poland**

11.40 **"Interactive" ROUNDTABLE DISCUSSIONS**
Topics to be covered include:
TABLE 1:
CHAIR:

TABLE 2:
CHAIR:

TABLE 3:
CHAIR:

12.40 **Lunch**

14.00 **CONFERENCE PRESENTATION**
Recruitment: Best Practices

- Attracting youngsters to a career in seafaring
- Can seafarers be recruited from ex-navy personnel's?
- Ensuring career advice is targeted at the younger generation

Fabrizio Mazzucchi, Crewing Manager, **Finaval Di Navigazione**

14.40 **CONFERENCE PRESENTATION**
Understanding Crew Retention

- Lifetime career
- Fostering seafarers' loyalty by meeting their needs
- Is increasing pay the only answer?
- Introducing long term benefits and permanent employment

Jan Sonesson, Vice President, Fleet Operations & Contracts, **Stena Bulk** and Kevin Slade, HR Director, **Northern Marine Management**

15.20 **Closing Remarks & Afternoon Refreshments**

15.40 **CONFERENCE PRESENTATION**
Criminalisation of Seafarers

- How are seafarers safeguarded
- What is the role of the flag state in protecting crew
- How to attract and retain high quality crew onboard despite the heavy penalty

Branko Krznic, ITF Inspector, **ITF**

16.20 **CONFERENCE PRESENTATION**
Ensuring Safety and Security of Crew at Sea

- Examining the risk reduction options
- What are the responsibilities of you slag state
- Exploring the latest in security management processes

Kishore Nigam, General Manager, **Fleet Management Europe**

17.00 **End of conference**

*invited speaker

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5 EASY WAYS TO REGISTER

Tel: +44 20 7981 2504
Fax: +44 20 7593 0071
Email: mmulazzi@acieu.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 2504 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 of October 2009
Copies of all conference proceedings

£1,325 (+ VAT)
£395

Documentation Packet Available

You can purchase the **5th 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 Friday 28th August 2009. For more information please call +44 20 7981 2504.

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