



Addressing the softer issues of management in parallel with T M S A

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What Softer Issues?

- Teams / Personnel Behaviour
- Changes / Acceptance of Change
- Motivation
- Getting and Keeping Staff

Team work – Does it work? Does it matter?

- In Sport?
- In the Office?
- On board Ships?
- Between Office and Ships?

Team Dynamics and Personnel Behaviour

- Decisions on the Team ?
- MBTI Tool
- Objectives
- Effects of Individuals on Teams
- Non-Technical Training

! ? ! ? !



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Changes – Big and little both need attention

- T M S A has a section on it (7)
- Affects all other Sections
- Affect Team work / Relationships / Bottom Line
- “Small” Changes may have a big effects
- Acceptance of Change

Motivation

- Money / Benefits etc. Employees Market!
- Lifestyle
- Development
- Prospects
- Job Satisfaction

Attracting, Developing and Retaining the Right People

- Attracting / Retaining – Different
- Management Commitment
- Training
- Part of the Company
- Retention – TMSA requirements

To Summarise

- Managing Staff is not “rocket science”!
- Basic Practises
- New Challenges
- Promotion of Non Technical Skills
/Resource Management Skills
- Culture Change

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