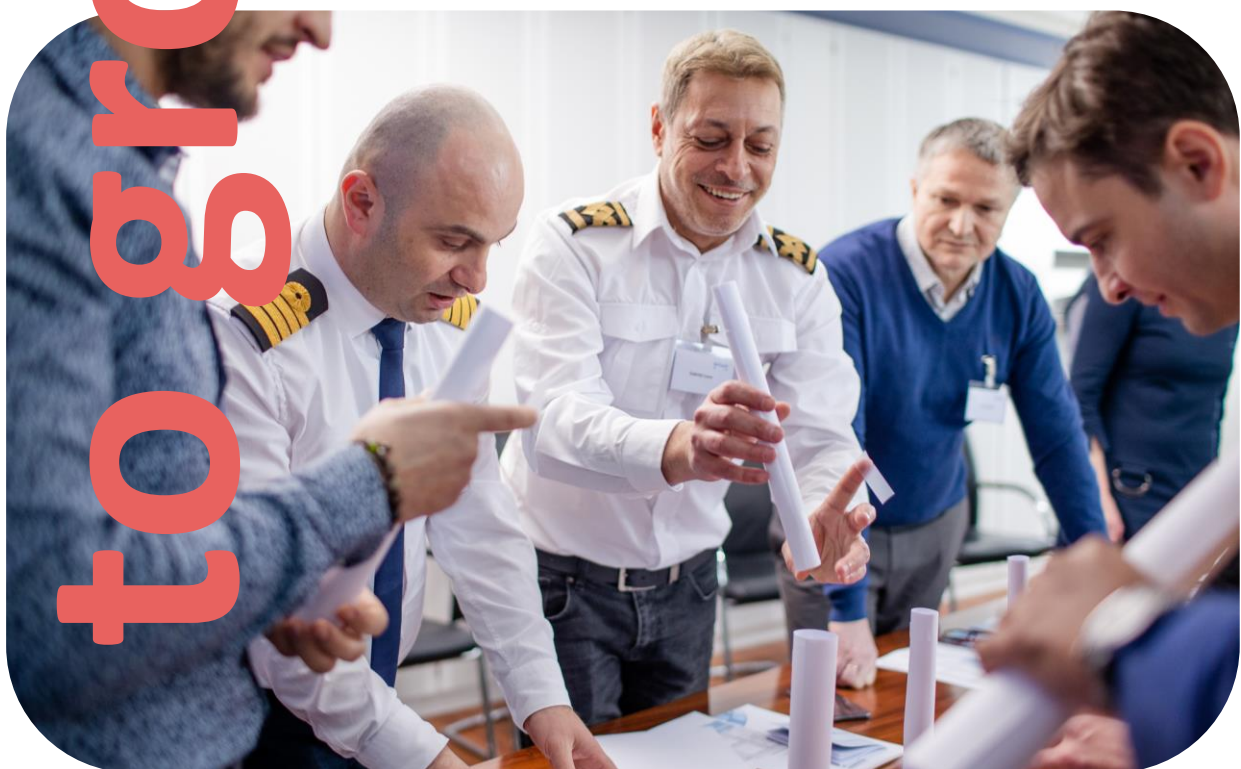


CATALOGUE

Trainings 2023/2024



Learn how to grow





Enhancing Skills and Fostering Real-Life Experience

“Navigating the future: safety first!” has been selected from the IMO for the World Maritime Theme in 2024. The theme reflects IMO’s work to enhance maritime safety and security together with the fast pace of technology change and innovation.

This theme fits perfectly with our learning philosophy, that fosters real-life experience for more safety and environmental protection. Developing our officers’ skills, bridging the gap between theory and practice, mastering scenarios in the simulator or as enhanced reality become more crucial for any place to grow.

Indeed, this is the Academy’s self-perception – being a place to grow. However, this also means that we need to anticipate future trends to accommodate innovation and enrich learning. Consequently, our officers – hopefully also your officers – receive what is needed for enhancing their skill set, specifically meaningful and effective learning, ensuring that they learn in the context of their role on board.

Do they have still the ‘right’ skill set? Good, but what about the needs of tomorrow?

What are the environments that enhance learning? Firstly, the need to talk to each other at eye level. Each of our instructors respect the learners as professionals in the maritime industry. Secondly, the need to respect and value diverse backgrounds is another cornerstone for an appreciating learning atmosphere.

A positive environment that promotes a sense of belonging and togetherness, are essential for everyone’s emotional well-being. The NSB Academy team stands for such an environment: working as a team, having a sense of community and a social responsibility.

In promoting our inquiry-based learning philosophy there is room for both fun and challenging situations in the simulator, as both things help so to fulfil the competence requirements for the future: taking ownership with self-confidence, problem-solving, communication and adaptability.

The simulator allows to test limits and to expand boundaries. Therefore, it makes sense even in our digitalized world to come to Buxtehude, experience yourself how to learn in 2023, what to unlearn and why to relearn, and to share thoughts, while enriching competencies, skills and traits.

The IMO theme “Navigating the future: safety first!” go hand in hand with live training, plus real-life experience through sharing near misses or lessons learned from actual incidents. Let’s prepare our seafarers that they will be better-equipped to work in the ever-changing maritime environment.

*Yours sincerely,
Caroline Baumgärtner*

At a Glance

Learning Nuggets

Our single-subject online sessions covering technical understanding with company values to enhance onboard roles – keeping an eye on real-time situations. The respective duration is between 60 and 75 minutes – you find more details on page 15 and 16.

Raising Awareness for Human Interactions | Decision-making

Encourage learners to go through their real-life experiences. Simulation exercises, role-playing, and under-pressure scenarios can help people understand the consequences of decisions and interactions in a safe environment. Another useful tool: AR.

Enhancing Learning Experience

Catering to the changing learning ways, we are introducing AR & VR which allows practical interaction with technical concepts through mobile phones and tablets, sitting in the comfort @home. Thus, allowing freedom to explore the concepts at a freewill, in own speed and develop deeper understanding of those.

Framework for sustaining on-the-job performance

Your learnings need to be meaningful and effective. Each course certifies you with the skills you need to make the actual shift to excellence. Ensuring that you always learn in the context of your (future) role on board transforms your mindset to problem-solving and performance-first.

Learning methodology

We contribute to inquiry-based training, a learning method that reflects the onboard responsibilities, fosters engagement in the own learning and extends the personal toolbox. Gaining competence is essential as well as reflective learning.

International presence

Our own training center in Germany is closely connected to training centers in Romania, Sri Lanka and the Philippines, increasing our flexibility while ensuring consistent training quality.



„Knowing NSB as an institution of the German Shipping Industry, we have booked a leadership training during our Crew Seminar this spring 2023. The premises are impressive, the trainers are dedicated, and the tailor-made content is of high quality. Currently, we are looking into expanding our cooperation with the NSBacademy to make us and our crew fit for the challenges that our industry is facing.“

Tobias Braun, Head of Crewing Department
MINMARINE Shipmanagement GmbH & Co. KG



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The Team

Our mission is to provide inquiry-based learning that enhances engagement, commitment and performance.

- Rank-specific assessment of new hires or promotion candidates for ensuring company's safety standards.
- Ramp-up situational awareness and evolving skill sets > higher retention due to providing a perspective.
- Challenging Masters and their teams to be strategically fit-for-purpose > evolving to be future-fit.

Achieving your goals through collaboration and thrive.

We facilitate intentional social learning for a higher acceptance of its necessity, preventing skill fade and taking ownership for the own development.

We partner with our clients to aim their priorities and goals. We are skilled in facilitating inquiry-based training and action-learning as well as help to develop a better understanding for human interactions in others.

We are highly motivated by problem solving in team settings and creating learning opportunities - with curiosity, positivity and emotional intelligence.



Fostering Real-Life Experience - Our Learning Philosophy

NSBacademy stands for learning and development within the NSB GROUP, providing what the individual seafarer needs to manage new challenges as well as to widen his or her skill sets in accordance with the World maritime Theme 2024: "Navigating the future: Safety first! "

Our approach to learning and development in the maritime industry prioritizes the development of 21st-century skills: analytical thinking, problem-solving, communication, collaboration, adaptability, and a deep understanding of human interactions. We are committed to preparing our colleagues at sea for the evolving challenges of safety, sustainability, and environmental protection.

To achieve this, we emphasize active learning and engagement. We encourage the learners to continuously update their knowledge, gather information, and enhance their situational awareness to thrive in the dynamic world of shipping, particularly in unforeseen or challenging situations. We promote a cultural change that fosters curiosity and critical thinking, embedding real shipping problems in our training sessions. Our instructors motivate participants to ask questions, seek answers through research and experimentation, and utilize simulators to push their limits.

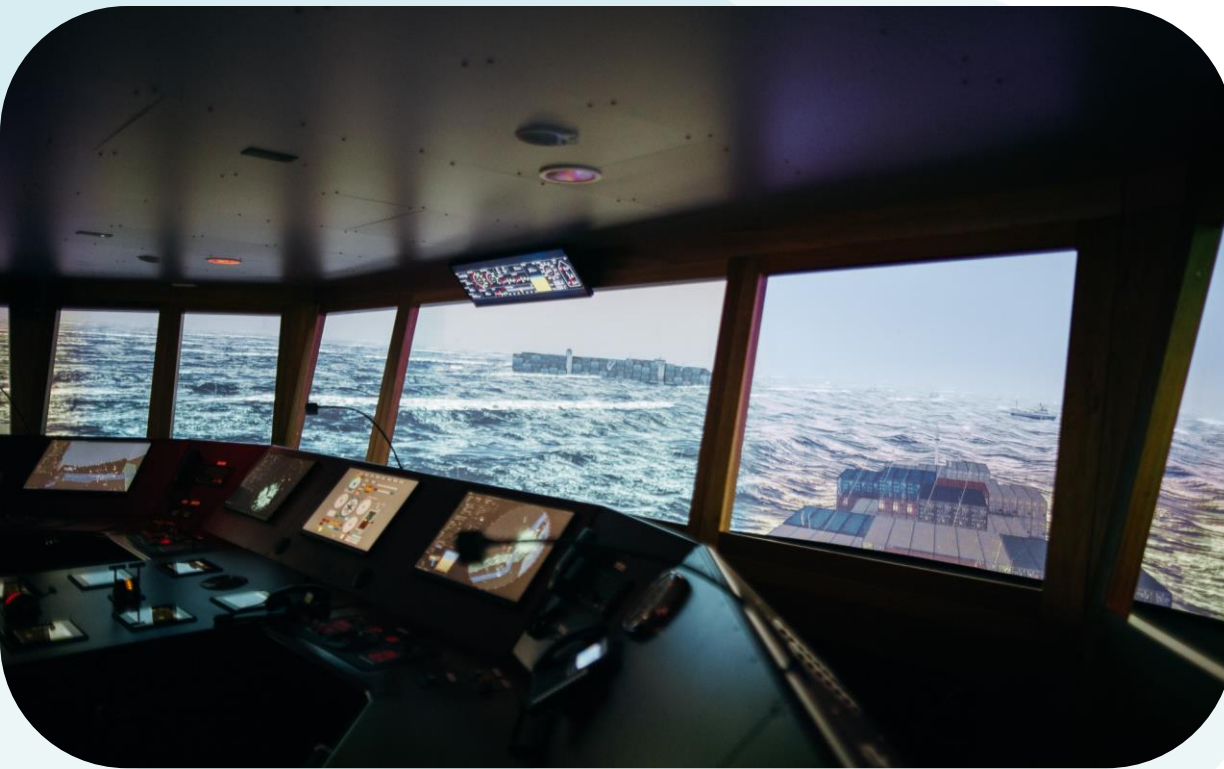
We leverage cutting-edge technology to enrich the learning experience, utilizing interactive simulations and augmented reality to expand situational awareness. We recognize the benefits of gamification to enhance engagement and relevance, and we emphasize a team-based approach to cultivate future cooperation and networking.

Respect and inclusion are the core values in our learning environment, where we respect and value the diverse backgrounds and perspectives of all participants. This not only enhances learning but also prepares our workforce for a more digitalized world of shipping, fostering a sense of community, teamwork, and social responsibility.

We are dedicated to the ongoing professional development of our officers, ratings, trainers, and instructors. Our commitment is to ensure that everyone is well-equipped to support NSB's growth strategy with enriched skills and traits.

How to learn, what to unlearn, and why to relearn – we are and remain committed in the ongoing professional development to stay relevant in the maritime industry's ever-evolving landscape.

We provide learnings that help to fulfill the competence requirements of the future.



The 2023 Ship Handling Simulators

Highlights

- Navi-Trainer professional simulation software > cutting edge technology
- Latest NACOS PLATINUM Bridge systems (incl. multi-pilot workstation for ECDIS, radar and conning applications) > realistic performance
- High-performance visualization system and modern Interactive Bridge Information Display technology > real-life learning
- 55-inch voyage planning table connected to the main bridge, video and audio recording and playback system and a new sound system > proper briefing and debriefing

Maritime Trainings





Maritime Resource Management

Live Training in Buxtehude

Our experienced trainers offer hands-on, challenging simulator sessions to prepare officers for a 'demanding' tomorrow.

The DNV approved simulator courses train nautical officers to handle various sizes of ship (inclusive of ultra-large vessels) with ship-handling simulators with field-of-view of 2700 and 1800.

Maritime Resource Management (MRM)[™] is a training program based on research in the human factors area. It was initially called Bridge Resource Management (BRM). Through the years, it has evolved into what we know today as MRM. It aims to prevent incidents in maritime operations caused by human and organizational errors.

Analysis has shown that large number of dangerous shipboard situations arise due to poor communication or coordination rather than technical failures or lack of skill. That's why MRM aims at fostering positive attitudes, good personal communication, excellence in leadership skills and compliance with operating procedures.

The MRM sessions are designed to minimize the risk of incidents by ensuring safe and responsible behavior. All scenarios focus on a better understanding of human interactions and to comprehend why human beings take shortcuts. The overarching is supported by sound resource management as well as addressing deficiencies in a proper way.

Simulator learning: Brushing up proficiency as bridge team

Target group	Master, Chief Officer, 2 nd Officer, 3 rd Officer before promotion
Objectives	<p>Understand importance of situational awareness:</p> <ul style="list-style-type: none"> ▪ Make 'safe' decisions in various scenarios, evaluating human interactions – recognizing their weakness and gaining better confidence; ▪ Identify cultural differences and deal with them in uncertain navigational situations; ▪ Challenge and response – supportive environment for 'Safety first'; ▪ Practical guidance for closed loop communication; ▪ Utilize different leadership styles for better performance. <p>Work with pilots and tugboat masters – making them part of a ship operation.</p>
Prerequisites	Basics of <u>ColReg</u> and <u>The Human Element</u>
Toolbox	Simulator scenarios with various ship types, variety of sizes, ultra-large vessels on demand
Duration	4.0 days (8 hours/ day)
Schedule	11 to 14 December 2023 2024 schedule in progress
Pricing*	<p>EUR 2,000/ participant incl. food & beverage certificate</p> <p>EUR 8,200/ company session with max. 6 participants</p>

Utilizing the simulator: Promotion check | New Joiner check (tailor-made)

Target group	Master, Chief Officer, 2nd Officer
Objectives	<p>Checking proficiency in navigational skills based on ColReg; and the organization's criteria:</p> <ul style="list-style-type: none"> ▪ Understanding the benefits of a reliable bridge teamwork, utilizing 'closed loop communication'; ▪ Making 'safe' decisions in various scenarios, evaluating human interactions, recognizing their weakness and gaining more confidence; ▪ Challenge and response – supportive environment for 'Safety first'.
Duration	2.5 days (8 hours/ day)
Schedule	Based on your demand. Your attendance is required.
Pricing*	<p>EUR 1,250/ participant incl. food & beverage certificate</p> <p>EUR 4,800/ company session with max. 4 participants</p>

For Experienced Seafarers only: Deepening the Principles of Voyager Planning

Target group	Master, Chief Officer, Junior Officer before promotion
Objectives	<p>On your way to excellence:</p> <ul style="list-style-type: none"> ▪ Recalling and reflecting the four steps to establish a voyage plan before departure and confirm that the plan ensures a safe voyage and arrival at the destination with no problems; ▪ Encouraging to overcome short cuts and provide framework and consistency to a clear planning incl. (de-)briefings. ▪ Increases self-confidence due to better preparation, practice, and positivity
Toolbox	Voyage planning table and use cases
Duration	1 day (8 hours)
Schedule	Once per month as of January 2024
Pricing*	EUR 475/ participant incl. food & beverage certificate EUR 1,900/ company session with max. 8 participants

Enhancing Safety Leadership: When to exercise authority that ensures safety (group training)

Target group	Master, Chief Officer, Chief Engineer, 2 nd Engineer, Junior Officer & Engineer
Objectives	<p>To ramp up situational awareness and apply to communication strategies to influence other positively:</p> <ul style="list-style-type: none"> ▪ Creating meaning of the Human Element factors and what it means for teamwork on board; ▪ Comprehending that people make errors for various reasons and paying attention to those within the daily chores and unusual circumstances; ▪ Keeping the barriers strong and the team spirit up, even in critical situations; ▪ Encouraging effective management of resources to foster compliance; ▪ Improving communication and performing so safe operating standard procedures. ▪ Understanding the Rasmussen Model of Dynamic Safety that describes Safety as a dynamic aspect that continuously evolves based on commercial pressure and HESS margins.
Duration	1 or 2 days (note: Rasmussen Model in the 2-day course only)
Pricing*	EUR 1,400/ day for a group up to 12 participants incl. food & beverage certificate

Report writing (tailor-made)

Target group	Master, Chief Officer, 2nd Officer
Objectives	<p>To practice applying situational communication strategies with a good timing to influence others positively in challenging situations:</p> <ul style="list-style-type: none">▪ Increasing your awareness of situational concerns and know how to inform others properly;▪ Prioritizing your tasks to know when to address concerns timely and to have enough time for communication;▪ Practice your communication skills when working in teams▪ Apply communication tools to manage challenging situations;▪ Adapt report writing skills to get your message across in a timely manner.
Toolbox	Use cases and active report writing, guided self-studies, feedback guaranteed
Duration	2 x 0.5 day (2 x 4 hours) with 'homework' in between EUR 400/ participant; incl. food & beverage certificate
Pricing*	EUR 2,800/ company session with max. 8 participants

Bridging gaps – leading multi-cultural and multi-generational teams

Target group	The TOP 4
Objectives	<p>Efficient collaboration stands as a cornerstone for ensuring safe and successful operations on board. Particularly within safety-critical work environments, the competence and motivation of team members are paramount, driving them to deliver their utmost performance while remaining goal-oriented. Managing a team with members from various cultural backgrounds and different age groups can be challenging. In the pursuit of productive and positive results, situational leadership and empowering the team by giving the team members what they need to succeed and emerge as a vital component.</p> <p>Keeping in mind the cultural map, the generational gap and difference in thinking let's step in and step up:</p> <ul style="list-style-type: none">▪ What strategies yield the most effective team management outcomes?▪ How can team members be motivated to consistently perform at their peak potential?▪ When analyzing attitudes, how can one navigate the task of modifying team members' behaviors while respecting diverse cultural backgrounds and values?▪ How to bridge the cultural and generational gaps?
Duration	2 days (8 hours/ day)
Pricing*	EUR 2,800 for a group up to 12 participants



Work planning

Structuring the workload to achieve sustainable results

Planning Techniques that help the Crew to keep Work in Track

Target group

Leading positions on board incl. Bosun

Objectives

Workload and problems arising from increased and unmanaged workload

- Causes and effects of heavy and unmanaged workload
- Working under pressure – Workload Management and Time Management

Work planning and prioritizing – see the progress

- What is a work plan and why is it essential?
- What's involved in the work planning process?
- How to make an effective work plan for your department?
- How to cope up with workload in the light of a PSC visit and its deadline

Stress and Fatigue – Understanding the issues arising out lack of rest, sleep and recreation

Time management practices

Duration

2 days

Schedule

January 9 & 10, 2024 and then once per month

Pricing*

EUR 800/ participant incl. food & beverage | certificate
EUR 7,200/ company session with max. 12 participants



Learning Nuggets

Online sessions for awareness and as lessons learned*

To the point input for dealing with tasks in the engine room

Since the existing systems on board need proper maintenance, the following is offered:

Marine Engine Troubles, Reasons, and Troubleshooting

Ensuring proper troubleshooting of engines by recognizing the exact causes of troubles.

Oil spill incident – and what now?

Why prevention is crucial and highlighting key lessons learned from oil spill incidents.

Lubrication Oil Management

Always important but sometimes neglected.

Drain Oil Analysis - early recognition of engine problems

Early detection and early solving because prevention is better than cure.

Centrifugal Pumps

Understand centrifugal pump basics to ensure solid maintenance.

Diesel Engine

Fundamentals!

*Pricing please see page 19

Performance and human interaction management

The danger of skill fade-out as well as too high workload are discussed and analysed in terms of crew members personal state of mind, through the below given training.

ColReg Refresher

Brush up ingrained knowledge to adapt to the ever-changing environment in 240 minutes.

PSC – The Human Element in deficiency avoidance

Explore role of humans towards better PSC results through sharing best practises.

Anti-Corruption and Anti-Bribery

Being stronger together towards the elimination of all forms of maritime corruption by raising awareness of the challenges faced.

The Sustainability Development Goals (SDGs) of the United Nations

Discover, reflect, and add value for yourself and the company.

Work Planning and Maritime Workload Management

Ensuring balance in the seafarers' journey.

Speak up! Think aloud!

Fostering values around justice and social responsibility that help you build up integrity.

Needs of the hour

To cater to the changing climate and further to our working environment, the following learning nuggets intend to highlight the sense of urgency.

Decarbonization awareness

How is shipping industry adopting the 'State-of-art' techniques to combat global warming?

Read and understand EGCS compliance records

Correctly interpreting the compliance records.

How the scrubber works?

Comprehension as per shipping industry and not as per individual's mindset.

Food waste or wasted food – why is MARPOL talking about?

Insights to properly implement tactics for food waste prevention on board.

Risk assessment

Use cases to deepen the understanding.

... Let us know your specific learning demand.

SUSTAINABLE DEVELOPMENT GOALS



Sustainability and Decarbonization

Breaking it down to grasp the relevance

Deepening the Principles of Greener Shipping

Target group

All Officers and Engineers

Objectives

On your way to mastering the future:

Become familiar with UN's Sustainability Development Goals

Understanding the meaning of sustainable development and its relevance in the current global dynamics

Human activity and its effects of the environment – discussing on-board solutions

Widening the horizon of existing drivers and motivators for decarbonization

EUTS and CII – knowing where it all came from

Duration

1 day

Schedule

15 January 2024 | 15 February 2024 | once per month

Pricing*

EUR 400/ participant incl. food & beverage | certificate

EUR 3,800/ company session with max. 12 participants



Pricing and Packages

Customized offers for your individual needs

	Learning Nugget, our online session	Live Learning, face2face session	Simulator Training
Pricing	EUR 65/ participant	EUR 400/ participant & day	EUR 500/ participant & day
Pricing	Fixed price per participant or Bonus Card with 'draw down' approach	Price per participants or Company-specific price	Price per participants or Company-specific price
Approach	Shared planning, so you can enroll participants based on their availability.	Hands-on face-to-face course with a maximum of 8 to 12 participants.	Tailormade face-to- face course with a maximum of 6 participants.
Benefit	Participants with various backgrounds can learn from each other.	Widening the horizon due to the variety of experience Option: Client's participants only.	Simulation training helps employees experience real-world examples and get up to speed faster.

*Pricing includes handout-material, sharing input from the participants (if there is any) and certificates per participant. In case of live learning lunch, coffee and soft drinks per participant are included.

*If the face-to-face session takes place outside Hamburg or Buxtehude area, the travel expenses are charged at costs.

Imprint and contact

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