



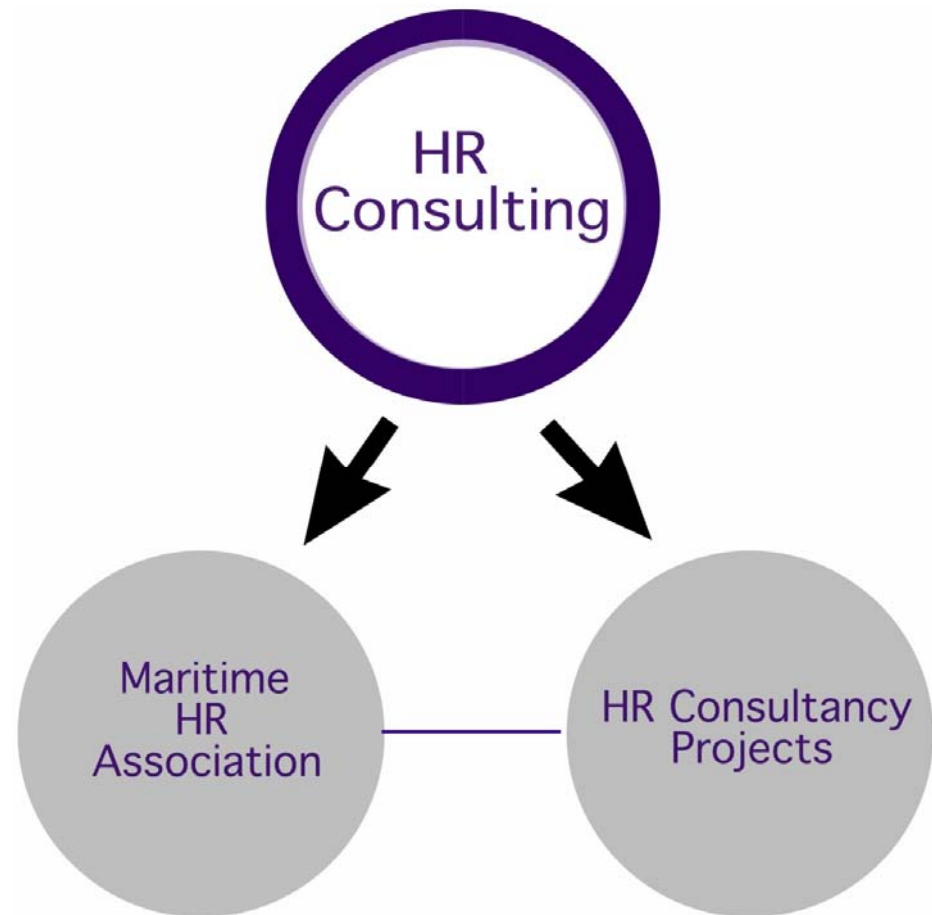
Shore Enough – Survey Results



Shore-based shipping recruitment,
executive search and HR consulting

HR Consulting at Spinnaker

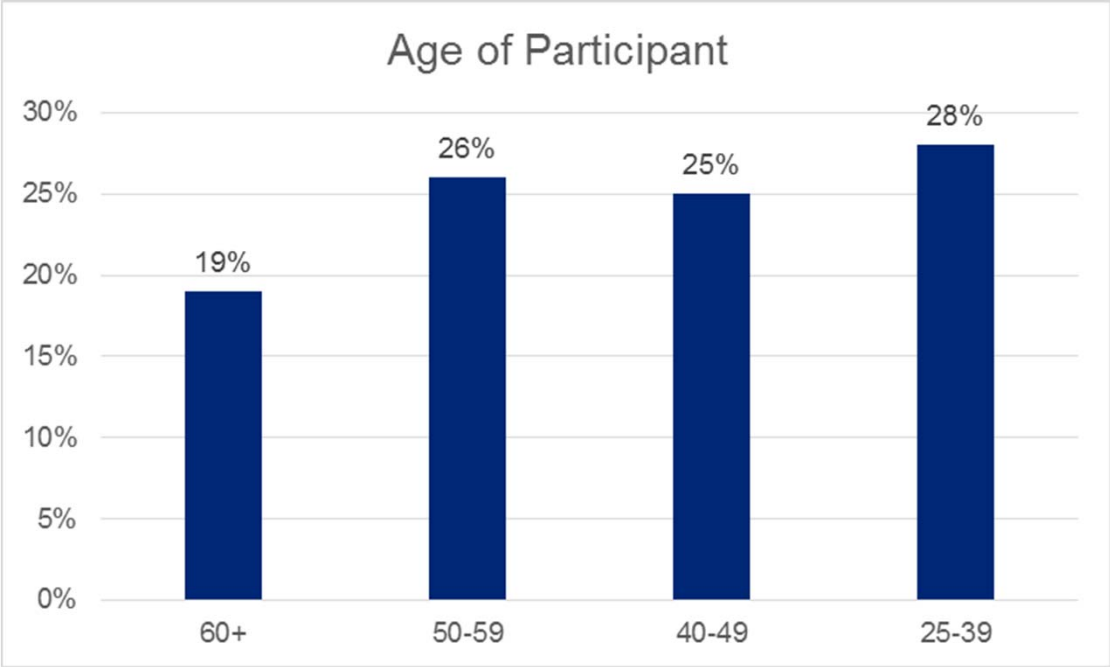
- HR Consulting Services
 - Organisation Design
 - Benchmarking
 - HR support and advice
 - Talent identification / development



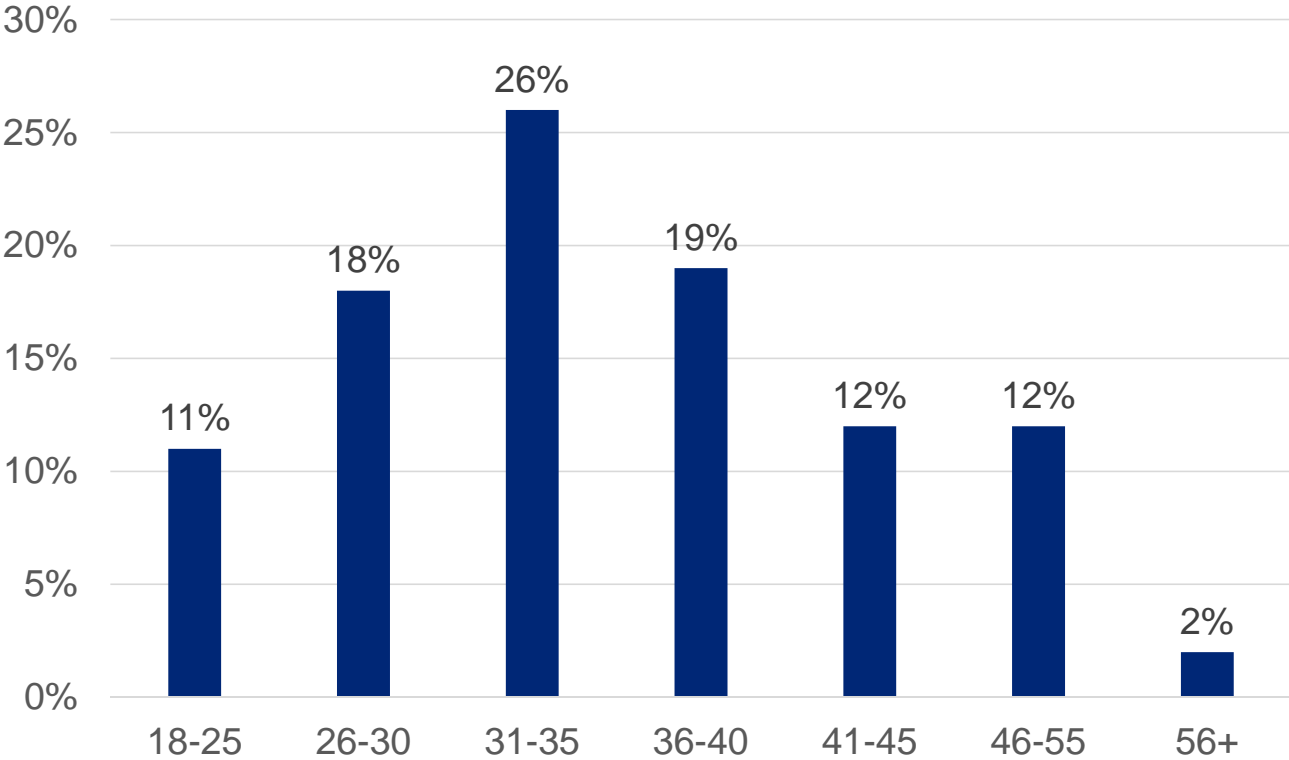
HR Consulting at Spinnaker



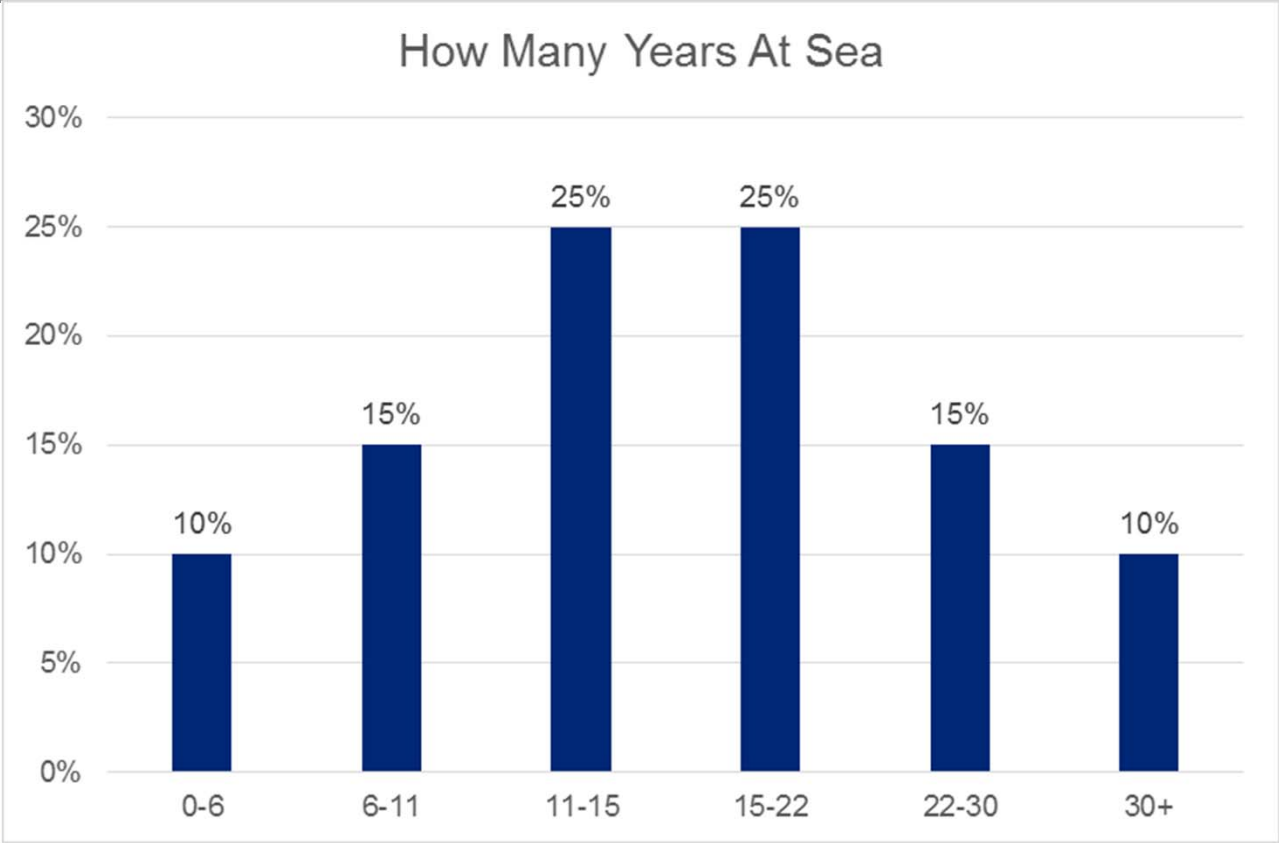
In What Year Were You Born?



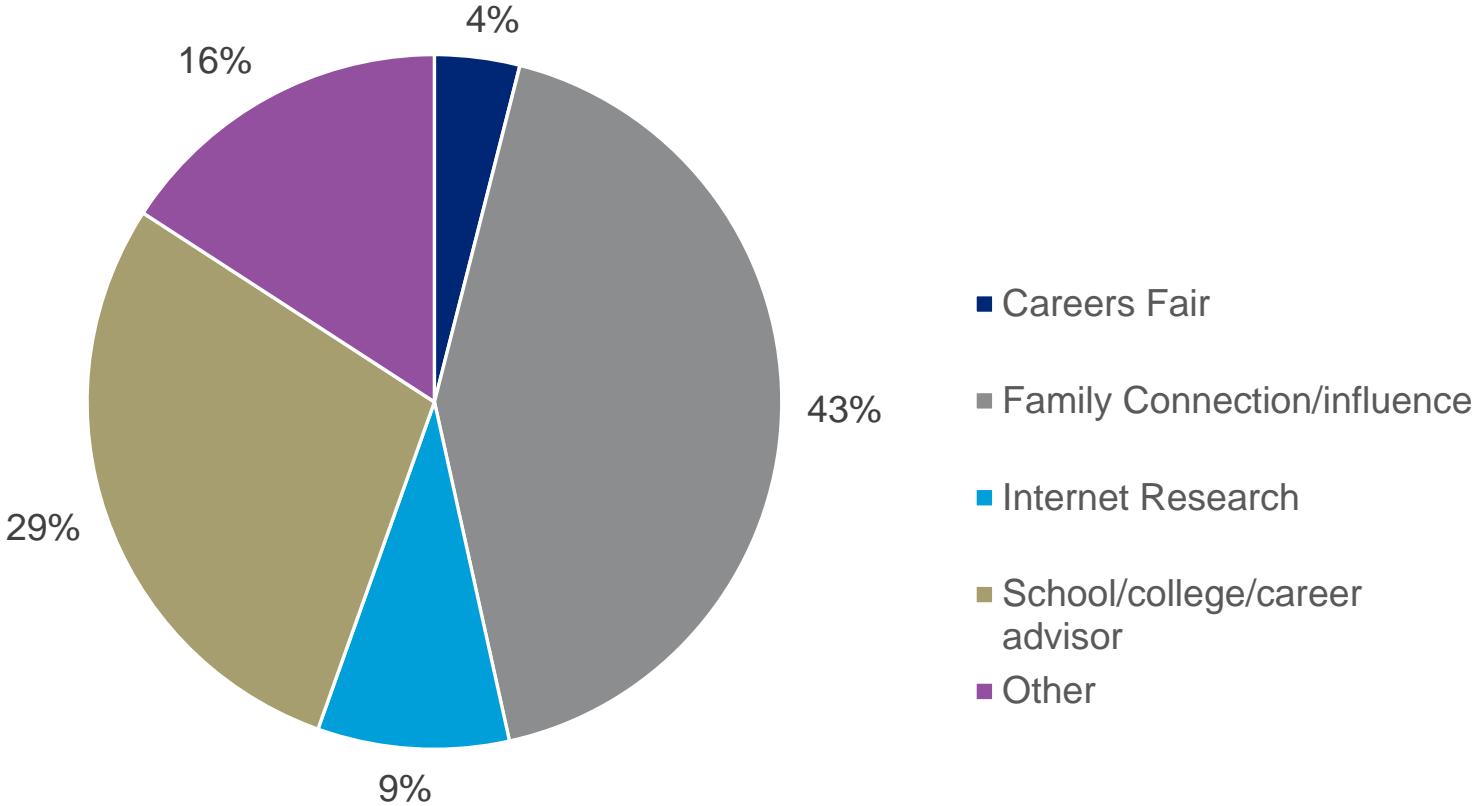
Age Ashore?



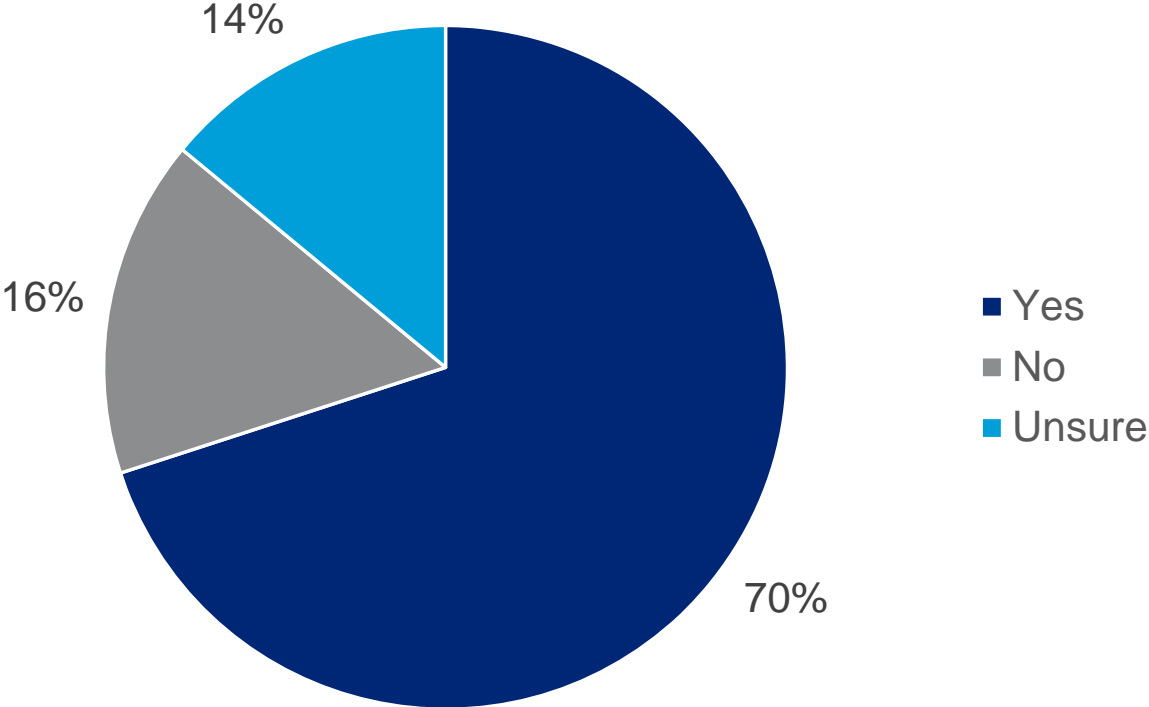
How Many Years at Sea?



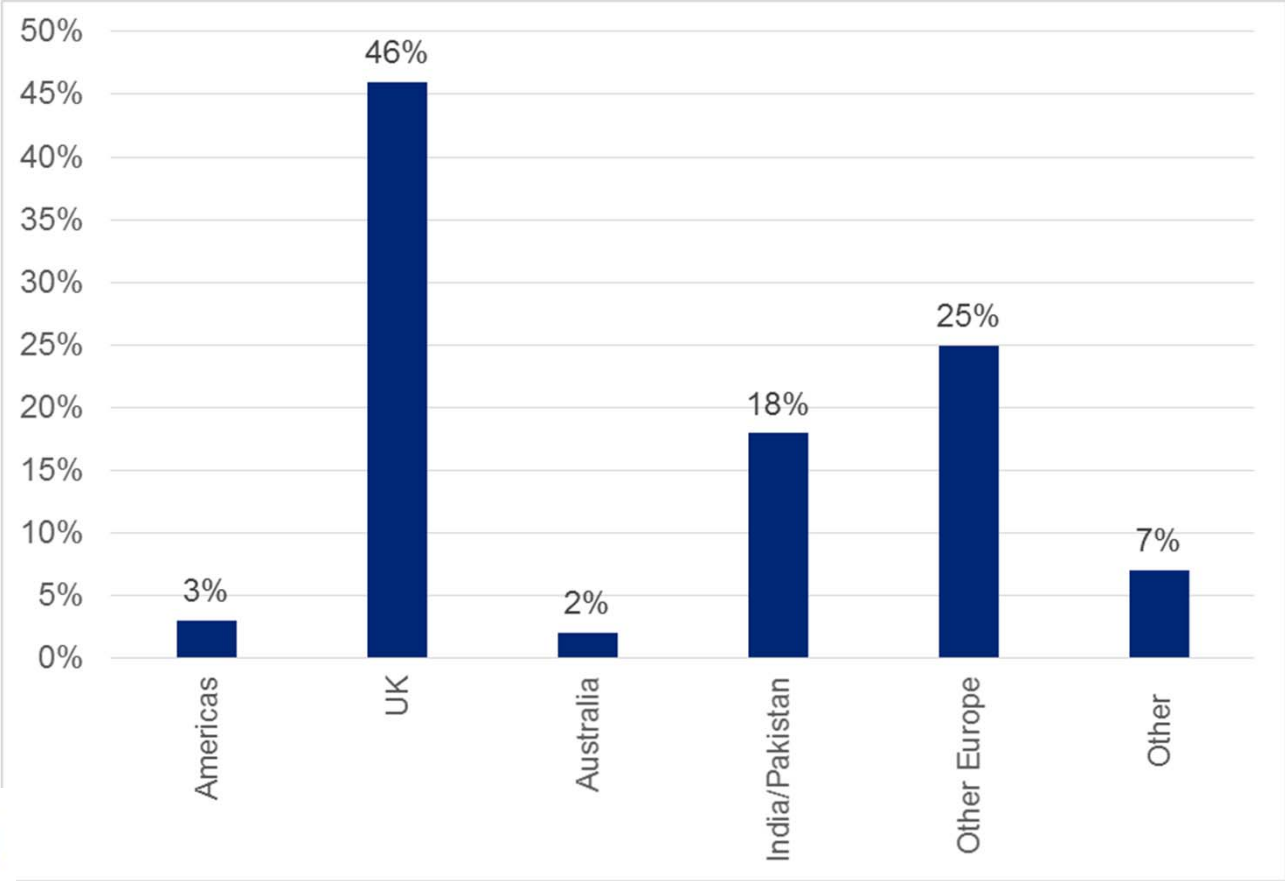
How Did You Originally Hear of a Career at Sea?



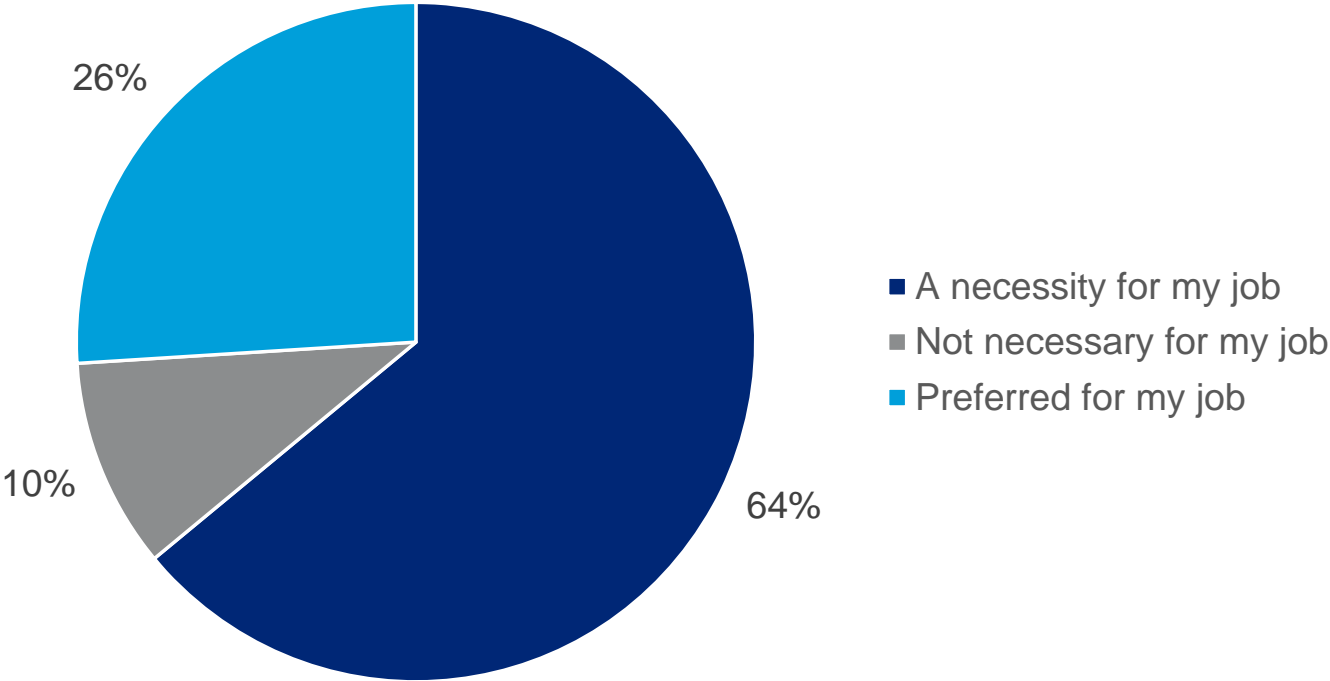
Would You Recommend a Career in the Maritime Sector?



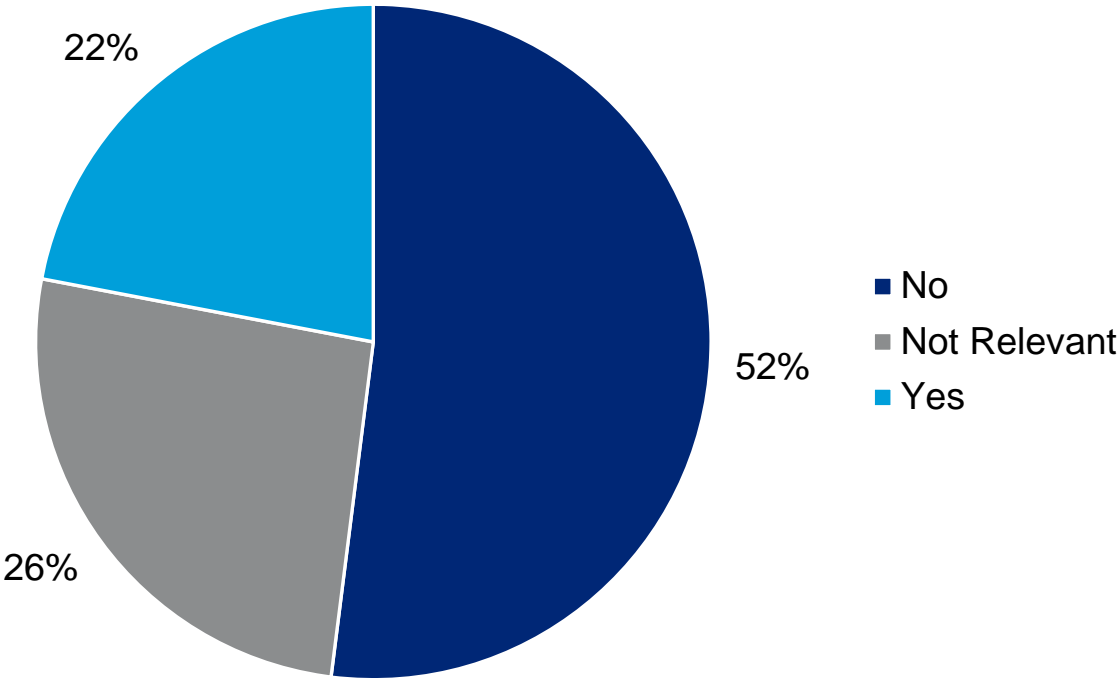
Nationality



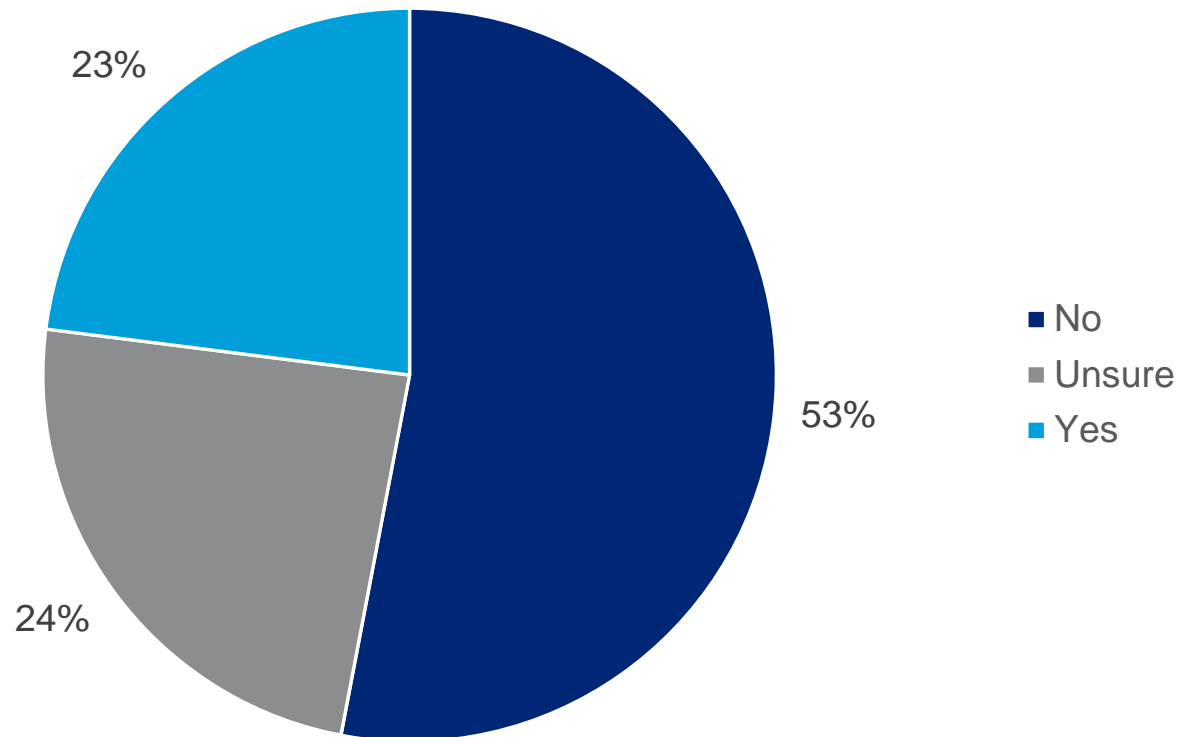
Is Seagoing Experience Necessary for Job?



Does your company identify, train and develop sea staff ahead of bringing them ashore?



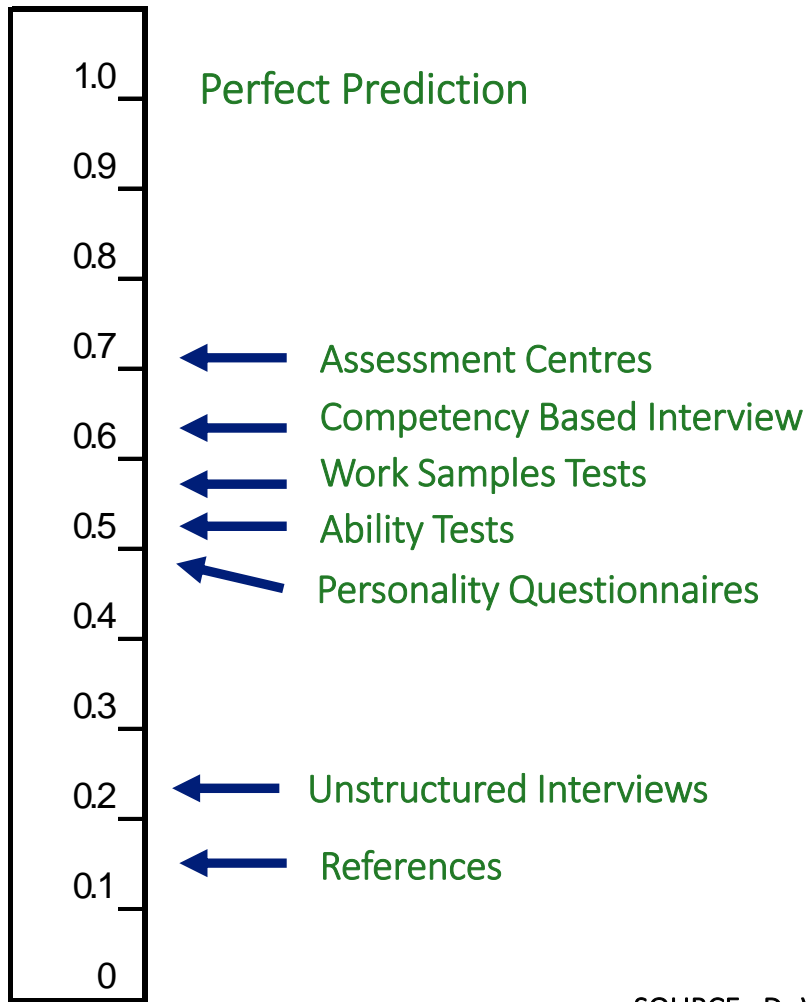
Do you think the industry generally succeeds in recruiting into shore-based management roles those people who have the best management aptitude?



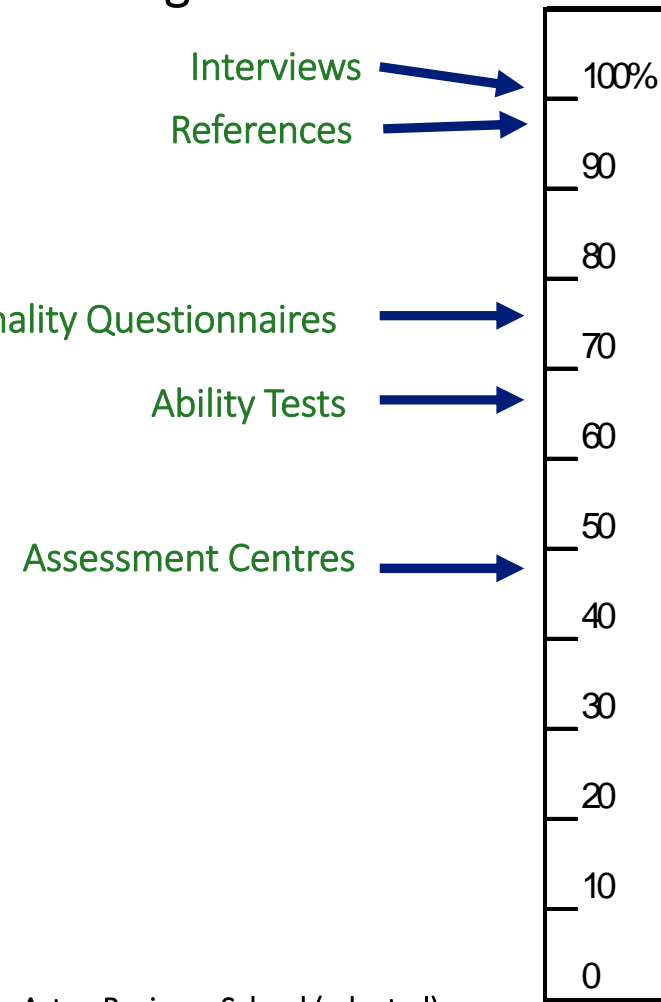
Leadership

- Leadership is an important topic for organisations – it is one of their biggest sources of worry
- The quality of an organisation's leadership links directly to company performance
- Various techniques exist to assess leadership potential and performance. The techniques used most often are those that are least effective

Effectiveness of Assessment Methods



Popularity of Assessment Methods for Management Selection



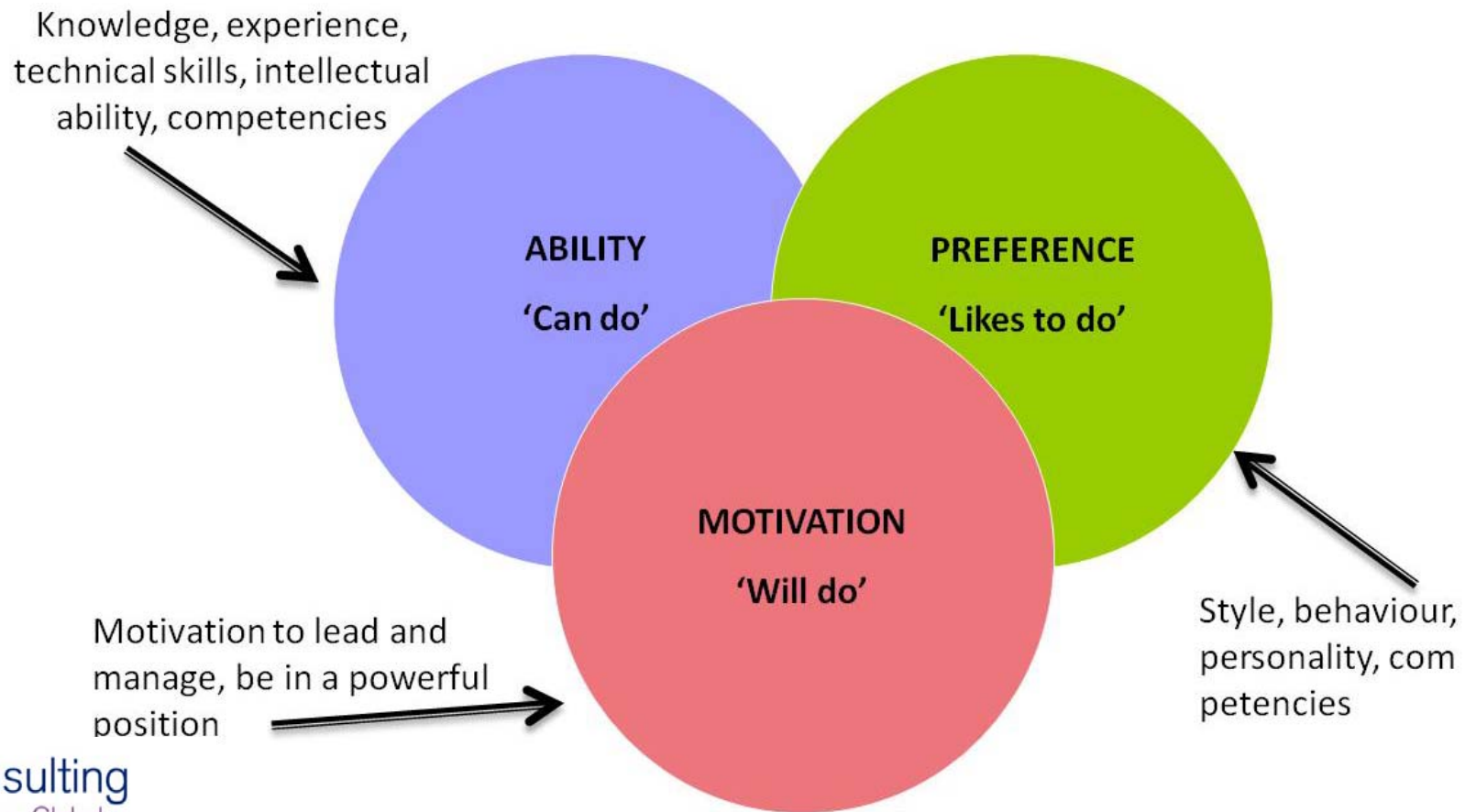
SOURCE: Dr V Shackleton Aston Business School (adapted)

Identifying leaders

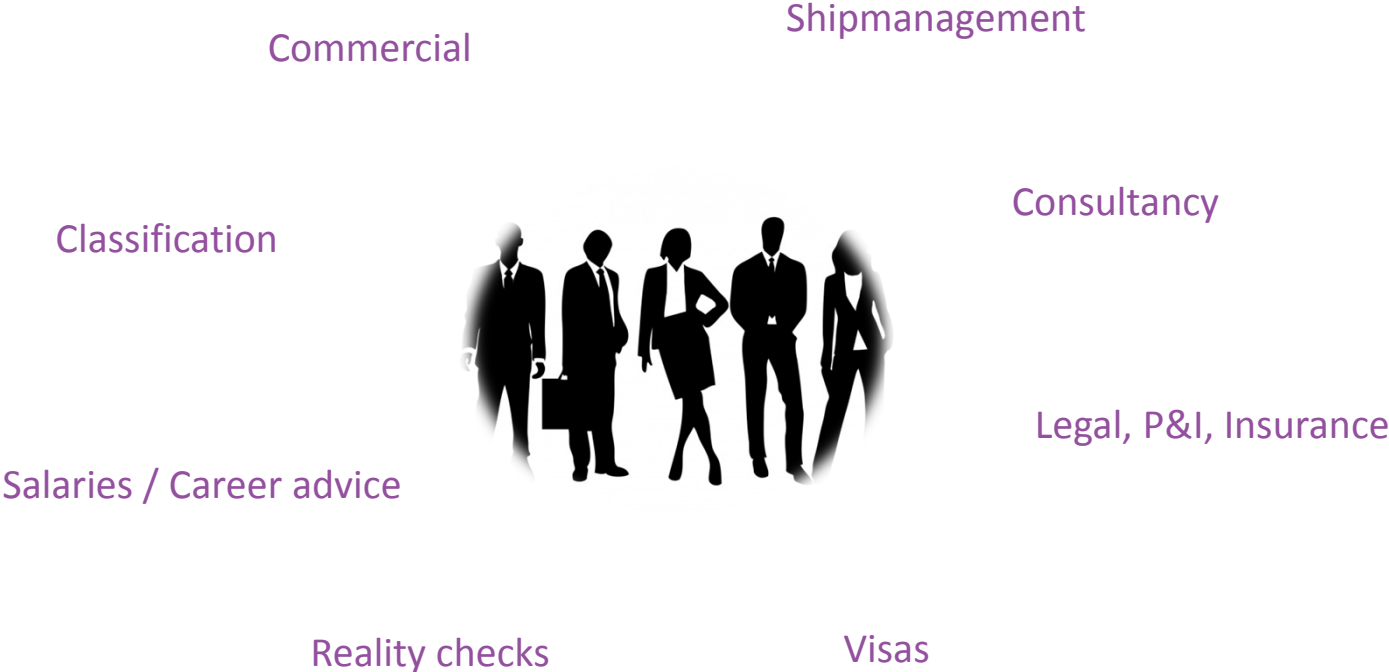
1. Know what you are looking for
2. Develop a competency model that clearly defines the behaviours and attributes you are looking for in future leaders and managers
3. Use valid and reliable techniques to identify potential
4. Use multiple techniques (in the most cost effective way)

..... and then monitor performance

When “can do” isn’t enough



City-Based Services





Shore-based shipping recruitment,
executive search and HR consulting

spinnaker-global.com