



Command Assessment Program



Introduction

The shipmaster as the CEO and in command of a ship is required to run the ship safely and meet the requirements of the company. In particular, the master of a modern container ship or a tanker probably holds far greater responsibilities than many of his peers in other professions. It is also true that one unfortunate incident can do immeasurable damage to the company and its reputation. Therefore the selection of an incumbent to the command position should be done with extreme care and attention.

Desired Attributes of a Master

The master should be fully committed to the company and is expected to assume a leadership role onboard and as a mentor for the sea staff. Among others, the principal skills that he requires could be summarized as follow:

- (a) Professional Competence
- (b) Management and supervisory skills and abilities
- (c) Communication skills when dealing with subordinate officers, crew and other officials (e.g. PSC inspectors, Customs officers)
- (d) Compliance with safety norms and company requirements
- (e) Ability to spot mistakes and take corrective actions
- (f) Ability to solve problems
- (g) Ability to take decisions with little or minimum supervision
- (h) Other management skills such as resource management, stress management, decision making, the right combination of assertiveness and flexibility

The Aim

This 4-days course (ANNEX) aims to provide opportunities for the participants to undergo relevant refresher training and subsequently be objectively assessed based on the above model. It basically consists of two components namely;



- Psychometric assessment of behavioral characteristics – conducted by a well-qualified psychologists
- Refresher training session on various aspects of Command functions follow by simulator-based assessment – the simulator-based assessment would be jointly conducted by qualified psychologists and BIMS instructors

Psychometric Assessment of behavioural characteristics

The psychometric assessment would consist of one-to-one interviews, questionnaires and individual verbal presentation on a pre-determined maritime topic. In assessing the participant's profile, among others, the following are used:

Ability/Aptitude Measures such as:

- Numerical & Intelligence Tests
- Critical Reasoning & Thinking Tests
- Sales Productivity Scale
- Service Relations Scale

Personality Measures such as:

- 16 Personality Factor Questionnaire
- Personal/Interpersonal Values

Organizational & Team Measures such as:

- Occupational Stress Indicators
- Team Building & Interaction Measures

Development Measures such as

- Leadership & Management Potential Measures
- Management Skills Profiler

Simulator-based Assessment

This part of the course starts with a refresher training session on MRM and BTM and is conducted in accordance with the relevant parts of Section B-VIII/2.5 of the International Convention on Standards of Training, Certification and Watch keeping for Seafarers, 1978, as amended. This part is also designed to create and provide opportunities for the participants to discuss on best practices with regard to effective command.

The simulator sessions, using the BIMS Full Mission Ship handling Simulator will give participants the opportunity to experience full mission bridge simulation. Using injects, participants will appreciate the many factors that individually might seem inconsequential but Collectively could escalate into sudden danger zones. In addition, they will learn the importance of applying MRM principles to ensure a safe navigational watch.

The assessment portion would be based on Simulation exercises, when the participants have developed the teamwork and skills as a result of the preceding refresher training session, group discussion and simulator familiarization exercise. The soft skills, abilities and aptitudes demonstrated will be monitored and assessed by the attending psychologists. Thereafter, the psychologists would make use of these findings to validate the participant's psychological (theoretical) profile.

Report.

On completion of this course, a confidential report elaborating on the profile of the participants' vis-à-vis the desired attributes would be submitted to the company.

For Whom

Certified Deck Officers selected for Command onboard. Could be used to prioritise officers for promotion and/or as a pre-employment screening test for masters joining the fleet for the 1st time.

Class Size Max Three (3) participants

Venue BIMS



Course Fee

Assessment

Team, instructor and psychologists critique will be the primary assessment methods

Annex

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TIME-TABLE

Day 1	Company's Philosophy + Psychometric Assessment
	LUNCH
Day 2	Company's Philosophy + Psychometric Assessment
	Theory – Refresher training session on MRM/BTM
	LUNCH
Day 3	Simulator Familiarisation
	Simulator Assessment – Exercise I
	LUNCH
	Simulator Assessment – Exercise II
Day 4	Simulator Assessment – Exercise III
	LUNCH
	Individual Verbal Presentation + Debrief

Simulator Bridge Team = Master, OOW and helmsman (rotational tasks)
