



Maritime Resource Management - Course Content

Situation Awareness

In this module the concept of Situation Awareness is addressed and defined. The trainees will be able to recognize the importance of Situation Awareness to decision-making, state the three levels of Situation Awareness and list factors affecting Situation Awareness.

Attitudes and Management Skills

The human nature and its weaknesses are discussed. The trainees learn to be aware of “hazardous thoughts”, that can induce accidents, and the opposite, “safe thoughts”. The concept of Common Terminology is introduced.

Cultural Awareness

Cultural differences and how to deal with them. The following characteristics are used to describe cultural differences: Group-Individual, Power Distance, Uncertainty Avoidance, Feminine-Masculine, and Short-Long Term.

Communication and Briefings

This module deals with common errors in communication, the importance of “closed loop communication” and how you achieve a good communication climate. Briefings and debriefings are mandatory in aviation and should be applied also on ships. Practical guidelines are given on how to perform briefings and debriefings.



Challenge and Response

The importance of a Challenge and Response environment is emphasised, defined as a “supportive environment”, in which everybody feels free to question assumptions and actions, and in which positive responses are the norm.

Short Term Strategy

Short Term Strategy is a practical method for dealing with any type of task, but especially useful in abnormal or emergency situations when use of all available resources is necessary.

Authority and Assertiveness

In this module, behaviour in terms of authority and assertiveness is discussed. Reasons for and the dangers of extreme combinations of authority and assertiveness are analysed.

Management Styles

Different leadership styles are discussed and how to deal with them. The performance/human relation management grid is used.

Workload

The dangers of too low and too high workload are discussed and systematic ways to avoid them. Methods like task analysis, delegation and rotation of tasks are addressed.



State of the Ship

The state of the ship is generated by the combination of the team members' personal states of mind. The underlying reasons for different states of mind are discussed, as well as the importance to detect and take action on state extremes and differences between the crew members.

Human Involvement in Error

Here, underlying causes of accidents in terms of externally and internally induced errors are discussed, and the importance of responding to and learning from errors.

Judgment and Decision Making

Factors affecting judgment and decision making and the process of decision making are addressed. The importance of detecting and avoiding hidden pressure is emphasised.

Leadership in Emergencies

Transferring an emergency situation from the unanticipated, fast reaction type towards the anticipated, slow reaction type is discussed, and the necessity to apply different leadership styles in different emergency situations.

Crisis and Crowd Management

Together with the above modules, this module meets the STCW requirement for theoretical training in C&C management. It covers mental and physical reactions in a crisis situation, how to deal with them, how to deal with a crowd and finally a method for personal crisis debriefing.

Automation Awareness

This module addresses the consequences of increased automation on ships' bridges. It discusses different levels of automation, characteristics, advantages and dangers with automation and some guidelines for learning to work in automated environments.

Working with pilots and VTS

The Swedish Club deals with on average two major incidents a week involving pilots and even if the pilot certainly, in most cases, adds safety and prevents (an unknown number of) incidents from happening, the pilot – and what happens to the bridge team when the pilot boards the ship - may be part of the problem when things go wrong. Very often the things that go wrong are related to lack of MRM. With this additional module, we aim at making this part of a ship operation as safe as possible.

