

## Editorial

This newsletter is designed to provide an overview of the current period activities, as a way of keeping in touch with our stakeholders.

In this issue, we brief the development of the Sea of Experience activities, that took place during the second six months of the project, as well as foreseen actions/ events that will take place.

## e-Mentoring Sharing – Pooling Platform | A Short Description

The platform has been developed as an integrated software application – an IT system - that allows the design, monitoring and administration of mentoring / coaching projects.

The system is offered as a web application that is accessible by all parties that are involved (directly or indirectly) in a mentoring / coaching project. This includes mentees, mentors, supervisors, project coordinators, et al.

The purpose of the system is to provide these users with all the functionalities that are deemed as necessary to support the procedures and processes that are part of a mentoring / coaching project.

The system supports workflows regarding the creation, overview and management of a variety of innovative learning and training mentoring / coaching activities, focusing on ease of sharing and offering a multitude of asynchronous and synchronous communication and collaboration capabilities.

These functionalities and workflows were assembled in operational groups and were developed accordingly. These groups can be perceived as units that contain similar functionalities, or functionalities that are related to the same logical procedures.

Systemically, these groups were developed as modules of the system. All modules, although discreet in their functionalities, are fully integrated within the system and are accessible via a unified, adaptable, and intuitive interface. The system incorporates a fully integrated web conferencing system that enables the scheduling and implementation of online mentoring/coaching sessions, an instant messaging module with 2-way, ad hoc file-sharing capabilities, a structured E-Library with properly documented and easily shareable items, and capabilities for creation, administration, delivery, and reporting of various psychometric tools and other specialized questionnaires. Furthermore, the platform includes a subsystem that enables the design, delivery and reporting of surveys or evaluation questionnaires.



# What makes a Maritime Mentor successful?

SoE has been rooted on the vision of guiding students and newcomers towards career paths in the Blue Economy. To achieve that, it relies on the skills and capabilities of mentors to overcome professional barriers and enable mentees to succeed. Therefore, defining the required criteria for a Mentor to provide proper career-guidance and to establish effective communication with the mentee has been a crucial step in this learning experience & developmental journey.

In order to identify the critical skills (both technical and soft skills) for mentors, the following actions have been taken place: a) extended research on the existing literature for the soft skills/competencies of mentors in general, and in the Blue Economy Sector, specifically, to create a draft Competency Model for Maritime Mentors b) benchmarking of the Maritime Mentors Competency Model to the Universal Competency Model of SHL, and c) conduction of validation interviews with a number of active mentors to explore further and to validate the critical soft skills in the Competency Model (through content analysis). Following the aforementioned steps, a thorough profile of Maritime Mentor was derived, as presented briefly below:

- **Demonstrating Active Listening**  
(in a two-way communication setting, where the mentee feels heard and understood)
- **Providing Constructive Feedback**  
(where the mentee gets feedback and identifies alternative courses of action)
- **Building “Together”**  
(in a meeting, where the mentee can open up and get relevant consultation)
- **Building Trust**  
(in an environment where the mentee feels respected, welcomed and recognized)
- **Inspiring Others**  
(in order for mentees to pursue personal development and growth)
- **Cultivating a Positive & Growth Mindset**  
(where the mentee identifies the positive aspects and the learning parts of each situation)
- **Applying Expertise & Technology**  
(along with the intention to transfer this knowledge/skill to newcomers).

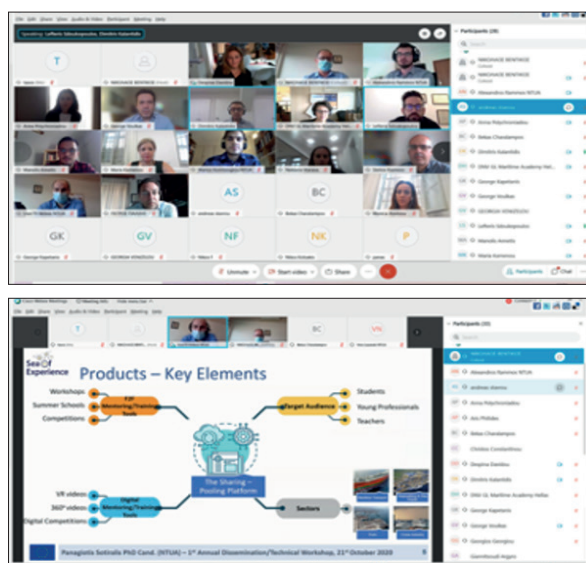
---

## 1<sup>st</sup> Annual Dissemination and Technical Workshop - Part A

The 1<sup>st</sup> Annual Dissemination and Technical Workshop – Part A of the project was conducted on October 21<sup>st</sup> 2020 with great success. An overview of the Sea of Experience and the next steps of the project were presented, while members of the Advisory Board gave short presentations concerning the trends and challenges for the training and mentoring aspects of the maritime sector.

The Dissemination Workshop initiated by an introduction from NTUA. The overview, the partners and the general particulars of the Sea of Experience project were presented, as well as the connection with MENTOR project. Next, each key element, area of focus and the objectives of SoE were described.

Captain Dimitris Kalantidis from LATSCO Marine Management Inc., with several years' experience, covered at comprehensive way of what is going on, as an overall in the current industry as well as issues joining human factor, a roadmap and its challenges.



Ms Sonia Karasavidou, Project Officer (PO) of the project, gave a presentation about EASME, the executive agency for SMEs, and EMFF, European Maritime and Fisheries Fund. She referred to the programmes and calls of EASME and future plans. Associate Prof. N. P. Ventikos shortly mentioned to “Athina Maritime learning and development center”. Mr Eleftherios Sdoukopoulos from Hellenic Institute of Transport – Centre for Research and Technology – Hellas (CERTH), presented the MATES project and its approach to developing a skills strategy for the maritime industry, in particular shipbuilding and offshore renewable energy sectors. To conclude the Dissemination Workshop, Mr Alexandros Rammos, presented the next steps of the project, as the development and utilization of the sharing-pooling platform, the development of 360o videos and the organization of summer schools, workshops and competitions effective mentor/teacher were presented.

---

## 1<sup>st</sup> Annual Dissemination and Technical Workshop - Part B

The 1<sup>st</sup> Annual Dissemination and Technical Workshop - Part B of the project was successfully held through an online meeting on the 18th November 2020. An overview of the Sea of Experience and the next steps of the project were presented, while members of the Advisory Board gave short presentations concerning the trends and challenges for the training and mentoring aspects of the maritime sector.

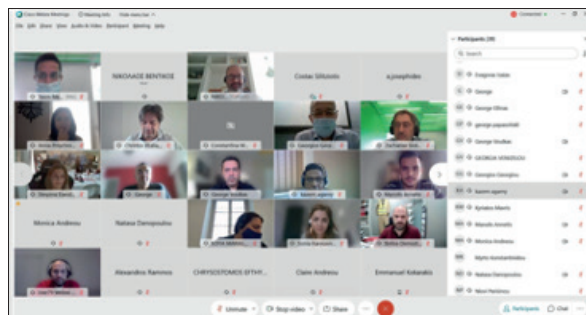
A brief introduction from Associate Prof. Ventikos (NTUA) was presented with an overview, the partners and the general particulars of the Sea of Experience project were presented by Panayiotis Sotiralis (NTUA) as well as each key element, area of focus and the objectives of SoE were described.

Following, the project's PO, Ms. Sonia Karasavidou, gave an overview EASME, EMFF, and the calls and projects under this fund on blue careers as well as the fund's contribution in blue careers. The next part of this initial presentations were given by the respective blue professionals who are representing also as the Advisory Board members of the SoE and other professionals who are representing key maritime companies.

The next presentation was given by Mr. Alexandros Josephides from the Cyprus Shipping Chamber (CSC), on Maritime training and future trends of the sector. Following by Capt. Faouzi Fradi, from Columbia Shipmanagement, focused on the effects of COVID-19 in maritime operations, including the changes on crew training during this time of crisis. The last presentation of the first session was conducted by Mr. Costas Silitziotis of EDT Offshore who analysed the Naval Architect profession and the future challenges that are foreseen in this career given the current trend on green ship design and decarbonization of shipping.

In the technical part of the workshop, the Sharing – Pooling Platform was demonstrated, and the criteria for profiling an effective mentor/teacher were presented. The attendees shared their views and questions on the blue sector current demands and in relation with the operation of the e-mentoring platform.

This session was concluded by an open discussion and questions relevant to the presentations by the participants. The discussion revolved around COVID-19 implications and the future skills that will be necessary in the blue sectors.



# Annual Plenary Meeting

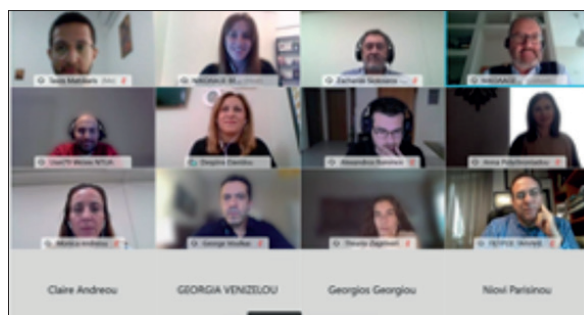
Achievements of the first year of the project, problems encountered and future challenges were discussed by the consortium in the Annual Plenary Meeting of the SoE project.

The Annual Plenary Meeting of Sea of Experience project was organized at the end of the first year of the project to elaborate on the existing results and current situation of the project, through an online meeting which was held online on the 18th of November. Although there is a recognition of the challenges, we face in carrying out the project due to the COVID-19 pandemic, there is an urged that the consortium has to adjust and fulfil the actions of the Technical Annex.

The meeting was focused on:

Presenting and discussing critical points the following topics:

- the successful development of the platform and the process of its finalization,
- the population of the platform's library and evaluation of the content,
- the strengthening of the list of mentors and need to confirm their participation,
- the production of 360-degree videos and VR videos,
- the individual activities during the COVID-19 pandemic,
- the planning of the forthcoming workshops, summer schools and apprenticeships,
- the transferability of the project's activities,
- social network engagement, EMReN
- the dissemination of the project through the social media of the partners as well as from the personal accounts of them individually.



Some milestones and upcoming crucial activities for the next six months are encountered the followings:

- populate the platform with content
- launch of the sharing-pooling e-platform
- coordination of Become an expert for a day and Advancement of Knowledge through Competitions for Students
- disseminate platform with useful content.-

## Other Events Attendance

### Online presentation at ESOF2020 EuroScience Open Forum in Trieste

The CEO of the Cyprus Marine and Maritime Institute (CMMI) Mr. Zacharias Siokouros gave an online presentation at ESOF2020 EuroScience Open Forum in Trieste, on the 16th of September 2020. Mr. Siokouros presented CMMI and the areas they aim to be involved with, highlighted the objectives and implementation of the SoE project. Moreover, he underlined the importance of Ocean Literacy which was also the main issue of discussions during the event and which it is of a highly promoted by the UNESCO representation at the Conference. The title of the presentation was: Blue skills to feed jobs in the Mediterranean and Black Sea Region.



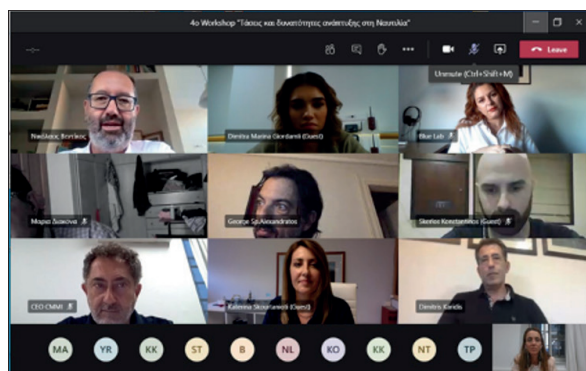


## SoE at 4<sup>th</sup> Workshop of Blue Lab Piraeus

On October 15<sup>th</sup> CMMI participated at an online workshop on the Current Technology Trends and Challenges in Shipping organized by the Blue Lab of the Municipality of Piraeus and coordinated by Associate Professor Nikolaos Ventikos of the National Technical University of Athens (NTUA).

### The workshop addressed the Current Technology Trends and Challenges in Shipping.

During the workshop, CMMI's CEO, Zacharias Siokouros presented the CMMI as a successful example of what can be achieved when a maritime cluster works together for a common Vision and continued on the current technology trends and challenges in shipping by making special references to decarbonization, digitalization, autonomy, maritime human element and the regulatory environment describing them as both challenges but also opportunities for the young people and entrepreneurs to engage for employment and innovation. The next presentation was by Monika Andreou, Administration Officer at CMMI, who presented to the online audience the current skill needs for a successful career in the maritime sector and outlined the work done in the context of two relevant EU funded projects, the "MENTOR" – completed in 2018 - and the "Sea of Experience" where CMMI one of the partners.



## SoE at Webinar on Transport in the Balkan and the Black Sea Region



"Advancing the 'skills ecosystem' for professionals in Blue Economy – the MENTOR's legacy and the overview of the Sea of Experience project" was the title of the presentation by Alexandros Rammos, Department of Naval Architecture and Marine Engineering, National Technical University of Athens (NTUA), upon the webinar on Transport in the Balkan and Black Sea region held on Thursday 19 November 2020 (10:00-12:00 CET), was co-organised by the CPMR Balkan and Black Sea Commission (CPMR BBSC), the International Centre for Black Sea Studies (ICBSS) and the Hellenic Institute of Transport of the Centre for Research and Technology Hellas (HIT CERTH).

The webinar focused on the policies framework in the area, the accessibility as a component of regional development and the skills for sustainable regional development.

## Upcoming Events/Activities

The organization of the activities '**Become an expert for a day**' as well as '**Advancement of Knowledge through Competitions for Students**' will be announced early in 2021. A digital format is considered to avoid possible impediments due to the COVID-19 crisis. The objectives for those activities are expected to be:

- Attract competent mentors/ lecturers/teachers with hands-on experience in the maritime domain.
- Apprenticeships / Traineeships schemes.
- Increased visibility and attractiveness of blue careers
- Career guidance & enhance employability; and
- Shared infrastructure.

More information regarding these activities will be announced.

## SoE Consortium

### Project Coordinator



National Technical University  
of Athens - NTUA (NTUA)  
<http://www.naval.ntua.gr/>

### Partners



INFORMATION TECHNOLOGY,  
CONSULTING & TRAINING SERVICES  
Apopsi ypriesies pliroforikis  
symvouleftikis kai ekpaidefsis  
Anonymi etaireia (APOPSI SA)  
<https://www.apopsi.gr/en-us/>



University  
of Cyprus

University of Cyprus (UCY)  
<https://www.ucy.ac.cy>



CMMI

CMMI Cyprus Marine and Maritime  
Institute  
<https://www.cmmi.blue>



CYPRUS  
CHAMBER OF  
COMMERCE AND  
INDUSTRY  
Cyprus Chamber  
of Commerce  
and Industry (CCCI)  
<http://www.ccci.org.cy/>



Evalion symvouleftiki monoprosopi  
etairia periorismenis efthynis  
(Evalion Ltd)  
<http://www.evaliontm.com/>

## Keep in touch with the Sea of Experience Community

The Sea of Experience website, all of the Sea of Experience tools and Sea of Experience LinkedIn group will stay online beyond the end of the project.

### FOLLOW US / LEARN ABOUT SEA OF EXPERIENCE PROJECT



[www.seaofexperience.org](http://www.seaofexperience.org)



Sea of Experience



@experience\_sea



Sea of Experience

**CONTACT:**  
**Sea of Experience**

Find us online:  
[www.https://seaofexperience.org](http://www.https://seaofexperience.org)

Sea of Experience coordinator:  
NTUA

Imprint:  
© 2020 Sea of Experience

If you would no longer like to receive this newsletter, please click unsubscribe.

**UNSUBSCRIBE**



This work is part of the Sea of Experience project. This project has received funding from the European Union's "European Maritime and Fisheries Fund (EMFF)", one of the five European Structural and Investment (ESI) Funds under Grant Agreement No. 863551