



In the Hong Kong Region



Hong Kong Shipowners Association  
Supports SkillsPlus MATF Programs in Hong Kong



In the Hong Kong Region



# Skills+

*Bridging the Knowing-Doing Gap*



## SKILLSPLUS PROFESSIONAL TRAINING PROGRAMS

SKILLSPLUS ALSO DELIVERS TRAINING AND PREP COURSES FOR ICS EXAMINATIONS

INFO@SKILLSPLUS.SG

MATF

INDEPENDENT ARBITRATOR

EXPERT WITNESS

SHIP FINANCE CONSULTANT

PORTTRANS INTERNATIONAL

Skills+

PASTICHE HOLDINGS LTD.

- SkillsPlus is a **Recognised Partner** of the *Institute of Chartered Shipbrokers*
- More than one hundred and fifty programs delivered in-person and on line for global participants
  - In-person: Hong Kong, Main Land, Singapore, India, Turkey, Dubai and London.
  - On-line: Multiple geographical locations
- More than two thousand industry professionals of different nationalities and background have directly benefited from SkillsPlus programs and thousands more from the webinars conducted by its director as well as industry events participation
- Lectures in International Universities (WMU, DMU, SMU, GMU, IMU)

- **SkillsPlus Pte Ltd:** Incorporated in **Singapore** in 2017
  - Supported by the Maritime Cluster Fund under the Maritime and Port Authority, Singapore
- **SkillsPlus Limited:** Incorporated in **Hong Kong** in 2018
  - Supported by the Hong Kong Shipowners Association for SkillsPlus courses in Hong Kong, approved by the Maritime and Aviation Training Fund (MATF)
- **SkillsPlus International Pvt Ltd:** Incorporation almost completed in **India**

**Clients:** Law Firms; P&I Clubs; Brokers; Shipowners; Shipmanagers; Charterers; Operators; Traders; Industrial Houses (Power/Steel/Cement); Fls: Class

**Bankers:** OCBC Bank, Singapore; Hang Seng Bank, Hong Kong; Bank of China (Hong Kong)

# Some of the SkillsPlus Clients & repeat Clients



Skills+



- Professional SkillsPlus Development Programs
  - Technical SkillsPlus Development Programs
  - Master Classes
    - Specifically for Middle to Senior Management
  - Applied Shipping Business
- Soft SkillsPlus Advance Development Programs
- **Bespoke Programs: As per your needs, we can develop programs to align with Learning & Development requirements for your firm**



## **Programs** (target Audience)

- Maritime Vendor Contracts Management (**Technical & Purchase**)
- Risk Management Series (RMS) (**Technical, Commercial, Operations, Insurance**)
  - Sale & Purchase Disputes & Prevention / Bunkers Disputes & Prevention / Speed & Consumption Claims
- Cost Management for Ship Managers (Commercial & Technical) (**All Shipping Personnel, especially Technical**)
- Essential Commercial Knowledge for Technical Superintendents & Managers (**All in Shipping**)
- Impact of New Regs. on Shipping: Owners' & Managers' dilemma (**Technical & Asset Managers**)
- Ship inspections (Routine & Pre-Purchase): Where & what to look for asset acquisition & preservation (**Technical & Asset Managers**)
- Principles & Practice of Marine Insurance (**Technical, Commercial, Operations, Insurance**)
- International Conventions: (**Technical & Insurance**)
  - Civil Liability for Oil Pollution Damage & Fund 1992 / Bunker CLC / Convention of Limitation for Maritime Claims

## **Programs** (target Audience)

- Shipping Contracts Management (**Commercial, Technical, Legal & Finance**)
- Shipping Contracts Management & Introduction to International Arbitration: Joint Program with Chartered Institute of Arbitrators, EAB (**Commercial, Technical, Legal & Finance**): only in Hong Kong
- Maritime Vendor Contracts Management (**Technical & Purchase**)
- Shipping Decarbonization (Roadmap, Options and Commercial Impact) (**all**)
- Shipping Risk Management & Derivatives (An Applied Approach) (**Senior Management, Commercial & Trade Book Managers**)
- Maritime Contracts & Introduction to Mediation: Joint Program with Academy of International Dispute Resolution & Professional Negotiation (**Commercial, Technical, Legal & Finance**): only in Hong Kong

## **Programs** (target Audience)

- Technical & Operations for Commercial Managers (**All non-technical shipping personnel**)
- Ship Finance & Investment Decision Making Process (**Commercial & Senior Technical**)
- Cost Management for Ship Managers (Commercial & Technical) (**All Shipping Personnel, especially Technical**)
- Shipping Disputes & Prevention (**Commercial, Operations, Senior Technical & Senior Ship Officers**)
- Practical Dry Cargo Chartering (**Commercial**)
- Ship Sale & Purchase (learning through case studies) (**Commercial, Technical, Legal & Finance**)



## **Programs** (target Audience)

- Shipping Risk Management & Derivatives (An Applied Approach) (**Commercial & Trade Book managers**)
- Commercial Shipping – Practical Considerations (**Commercial, Operations, Senior Technical & Senior Ship Officers**)
  - Understanding bills of lading & letters of indemnity issues
  - Rights & obligations under voyage charterparties
  - Rights & Obligations under time charterparties
  - Understanding & dealing with underperformance claims
- Bunker Hedging – Practical Application (**Bunker Procurement, Commercial & Trade Book managers**)

## **Programs (target Audience)**

- **Bills of Lading & Related Issues (Shore Operations, Masters, Chief Officers)**
  - COGSA, Hague, Hague-Visby Rules, Limitation of Liability, Quantity Discrepancies, SOF, LOI, disputes & prevention
- **Voyage Charter-party (Shore Operations, Masters, Chief Officers)**
  - Key clauses, understanding berth/port charter party, laycan, cancelling, Arrived Ship, NOR, Safe port, dealing with third parties, handling claims, case law with examples)
- **Time Charter-Party (Shore Operations, Masters, Chief Engineers, Chief Officers)**
  - Key Clauses, delivery and redelivery of ship including bunker quantities, safe port/berth, bunker quality issues, evidence collection, minimising off-hire, LoP, sea protest, hold cleaning, speed & consumption warranties etc.
- **Speed & Consumption Warranties & Claims (Shore Operations, Masters, Chief Engineers, Chief Officers & 2<sup>nd</sup> Engineers)**
  - Slow and Super-slow speed operations, Technical, Commercial and Legal implications of slow speed operation, understanding breach of conditions and warranties and liquidated damages, speed & consumption claims, handling, evidence collection and understanding claim calculations.



# Soft SkillsPlus Advance Development Programs



- Enhancing Personal Effectiveness
- Attributes to be successful
- Strategy leading to Success
- Client Management: Working through Human Traits
  
- Bespoke Programs: In addition, as per your needs, we can develop programs focusing on Effective Communication, Team Management & Working, Managers & Leaders etc.

## **Target Audience for Soft SkillsPlus ADPs:**

**Up to Middle / Senior Shore-based Management, Top four of Ship-board Management**

# Module 1: Enhancing Personal Effectiveness



**Skills+**

- Strong Desire, Effective Personal Strategy, Purposeful Action
- Interpersonal / People Skills
- Effective Communication
- Writing Professional Emails
- Decision-Making Skills
- Team-Working
  - Principles & Dynamics of Team-Work
- Acquisition and Application of Knowledge
- Time Management through Self Management
- Value Creation for Self and Organisation

# Module 2: Attributes to be successful



**Skills+**

- Emotional Intelligence basics
- Understanding Yourself & Your Team
- Understanding People and their Personalities
- Relationship Management in broader terms
- Self Motivation & Self Esteem
- Goal Setting & Time Management



# Module 3: Strategy Leading to Success



- Where we are today
- Where we want to be (Short/Medium/Long term)
- Company Values
- Gap Analysis
- How will we get there (Who & How)
  - Talent Management (it's all about People)
  - Business Plan & Goal Setting
  - Action Plan
- Adjusting Plan with Changes in Environment

**It is not intended to get into Balance Score Card / 360 degrees / EQ at this stage**

# Module 4: Client Management



**Skills+**

- Who is your Client?
- Understanding Yourself & Your Team
- Understanding your Clients and their Personalities
- Communicating with your Clients
- Talking Straight & Transparency
- Demonstrating Respect
- Positive Attitude & Righting Mistakes
- Loyalty, Accountability and Keeping Commitments
- Developing an Environment of Trust



## What do participants say..

# Dubai / Grand Excelsior



Capt. SR Patnaik, CEO ISL FZE ([Click here](#))



Mr. Thomas Pagonis, Head of Shipping,  
Lemarc Agromond ([Click here](#))



Mr. Joe Koen, Chartering Manager,  
Lemarc Agromond ([Click here](#))



Mr. Sachin Abraham, Shipping Head,  
Al-Ghurair Resources International ([Click here](#))



Capt. Sudhir Kunnath  
Head of Operations, ISL FZE ([Click here](#))



Capt. Sidharth Chaudhary  
SSOE ([Click here](#))

# Thank You

**Jagmeet Makkar**, MSc

FICS FRINA FIMarE(I) FHKIArb MCIArb AFIDRRMI

**Shipping Expert & Practicing Arbitrator**

**Co-Founder & Director, SkillsPlus**