



CLEARTEAMING

**TEAMSPIRIT IS JUST
AS IMPORTANT AS
GOOD MATERIAL**

**GREAT TEAMS MAKE
GREAT PERFORMANCE**



**GREAT TEAMS MAKE
GREAT PERFORMANCE**

“Putting the crews central and align them with the shipowner’s interest.”



CLEARWATER SHIP MANAGEMENT

Capt. Martijn Mobach



CLEARWATER CLEARVISION

282
+288



1 TANKER
Gibraltar
10.000 DWT



5 TANKERS
EUROPE
3000 - 5200 DWT



4 FERRIES *
BE- UK
1200 -1800
LANEMETERS



4 TANKERS
WW TRADING
20.000 DWT



CLEARWATER SHIPMANAGEMENT

**WHATEVER THE MARINE
ADVENTURE
WE DELIVER SOLUTIONS**

A photograph of two industrial workers in orange safety suits and white hard hats. The worker on the left is older, with grey hair, wearing sunglasses and looking towards the right. The worker on the right is younger, with dark hair, wearing a headlamp and looking towards the camera while holding a handheld device. They are standing in front of a large, complex industrial structure with metal scaffolding and pipes. The sky is blue with some clouds.


GLEARTTEAMING

COMPETENCY AND ATTITUDE OVER NATIONALITY

↓
CLEARCREWING



KONGSBERG



KONGSBERG

TRAINING & DEVELOPMENT



the next CONSCIOUSNESS SHIFT

FREDERIC LALOUX

COLLECTIVISM TO INDIVIDUALISM

HAVE MEANING & TO MATTER

DIRECT, UNMEDIATED, SELF MANAGEMENT

~~FUNCTION BUDGETS MANAGERS ROLE~~

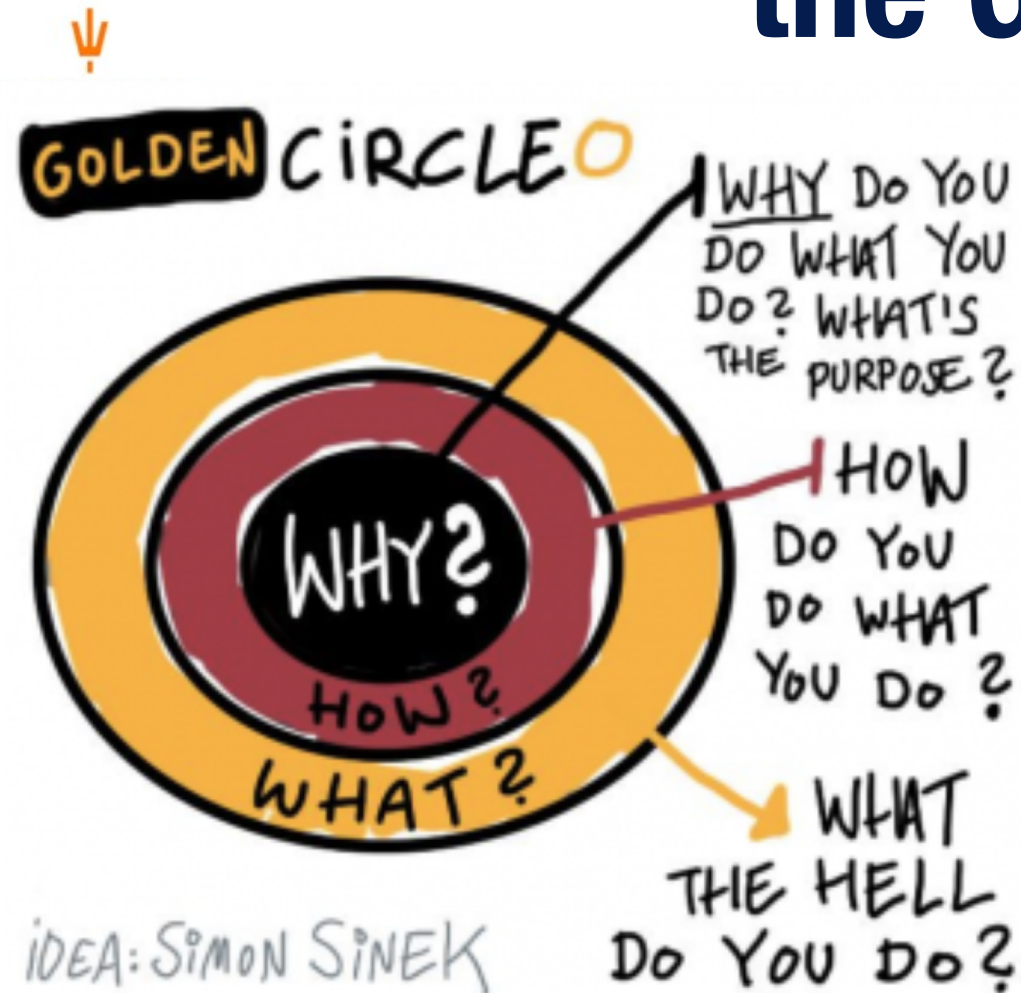
the GOLDEN CIRCLE

SIMON SINEK

WHY HOW WHAT

START WITH WHY?

PEOPLE BUY YOUR WHY





the HISTORY

17TH CENTURY - multi nationality

20TH CENTURY single source & single nationality

1990's – commodification & compliance



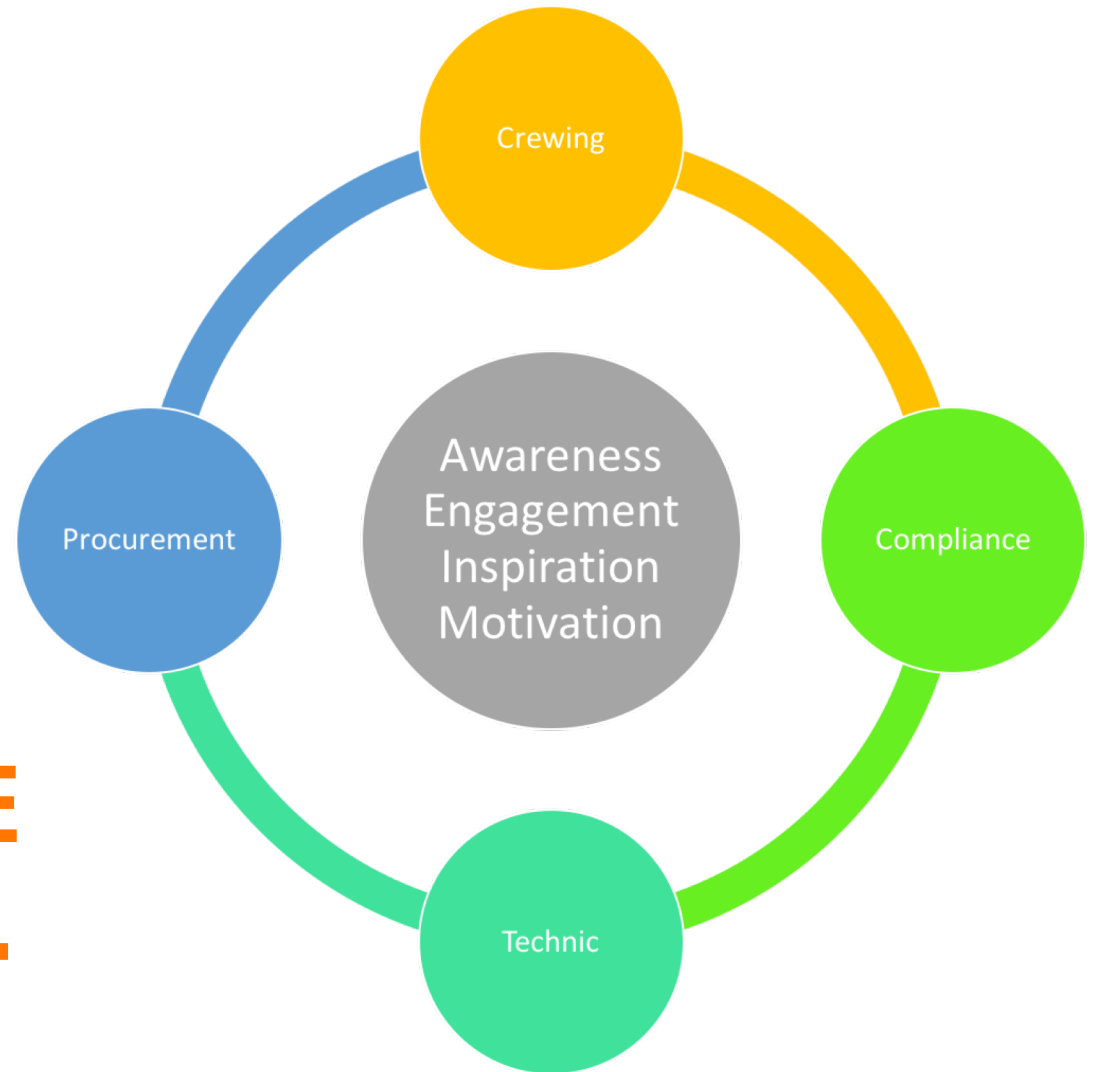
the CASE

80% OF MISHAPS = HUMAN FAILURE

80% OF SUCCESES = HUMAN EFFORT



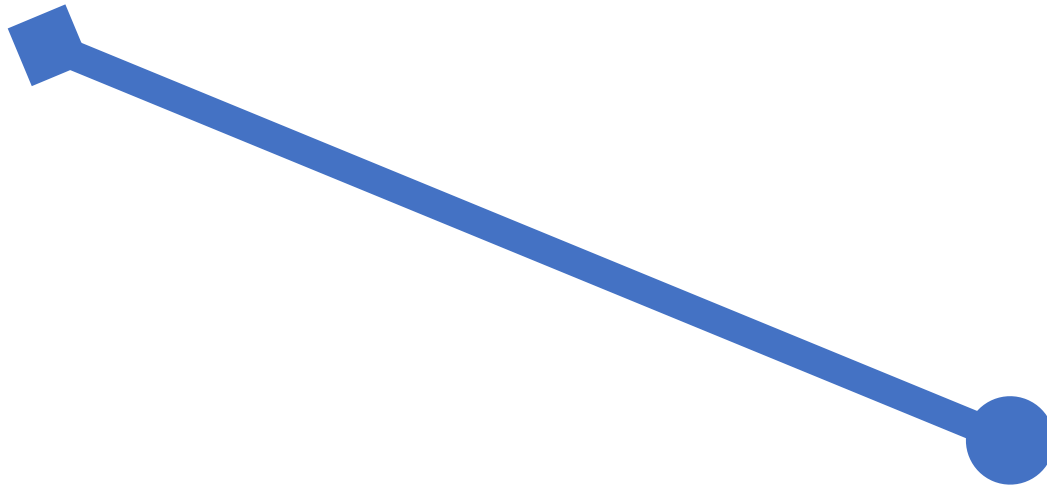
**ENOUGH COMPLIANCE
& TECHNICAL...**





COMMODIFICATION

>>>> ENGAGEMENT GAP



~~WHY~~



ENGAGEMENT BY ALIGNMENT



CLEARWATER SHIPMANAGEMENT

ENGAGEMENT SPECTRUM

PEOPLE WAGE LEAVE
SHIP BRAND MISSION



CLEARWATER SHIPMANAGEMENT

(over) COMMUNICATE

Facebook, ...



CLEARWATER SHIPMANAGEMENT

Get FLAT!

**Everybody is equally
important to our mission**



CLEARWATER SHIPMANAGEMENT

Get PERSONAL

on first name basis



CLEARWATER SHIPMANAGEMENT

**make COMPLIANCE
workable again
cut to the bone:
~~shall will must~~
insert: motivational**



CLEARWATER SHIPMANAGEMENT

stop ASSESSMENTS

**FEEDBACK is the
BREAKFAST OF
CHAMPIONS**



CLEARWATER SHIPMANAGEMENT

**give crew assignment
PLANNING for 1 year**

engage for ENGAGEMENT



CLEARWATER SHIPMANAGEMENT

**ENGAGEMENT starts
with WHY**

MEAN IT & LIVE IT



CLEARWATER SHIPMANAGEMENT

**Let non ENGAGEABLES
GO!**

**Appreciate different
brand favourism**

**GREAT TEAMS MAKE
GREAT PERFORMANCE**



**GREAT TEAMS MAKE
GREAT PERFORMANCE**

**MAKE YOUR TEAM
GREAT**



**MAKE YOUR TEAM
GREAT: ENGAGE!**