



Meet

OUR PARTNERS

from



Seatrade



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  (Ko-)finanziert von der Europäischen Union (Mede) gefinancierd door de Europese Unie

Deutschland - Nederland

MyCaDO

Our Organization

Company Intro:

- Specialized Reefer Logistics
- Ship-management 55 Ships
- Located in Groningen, Netherlands

Office/Crew

- 80 people in the office
- 1800 seafarers

Motto:

- Always. Moving. Forward.



Full service reefer logistics
We are a one-stop-shop



Owners heart
Shipmanagement with an owners heart

Our Employee/Learner groups

Seafarers:

- Support Level (AB, Cook, Bosun, Oiler, Wiper)
- Operational Level (OfficersDeck/Engine)
- Management Level (Top 4)

Office:

- People with management responsibilities
- Office employees from all various departments (Quality, Operations, Technical, Crewing, Accounting, HR, IT, ...)



People Systems

Management Systems

Office

- ADP (Payroll)
- Seatranet (Office Information System)

Crew

- Seacrew
- VIS (Vessel Information System)



Our Expertise & Activities

People Development Systems / Procedures

- PDS (Personal Development System) & Promotion Matrix
- Seatrade Standard (Company Standard)
- Sealearn (online learning)
- MLDP/MLDP OPS (Management and Leadership Development training)
- Predictive Index (Psychometric tool)
- SPOTonLearning (English/Culture training)



Development needs we face

Industry demands: STCW, ISO, Flagstates, IMO

Corporate specific demands: Seatrade Standard, Code of Conduct, Sustainable Employability, New Technology, Basic Refreshers, Corporate-specific Reefer competences

The individual employee perspective: My Values, My Motivation, My Style, My Time onboard and at home,
...My Career Development

Changes of demands and perspectives need to be supported by a system in a predictive and pro-active way - in real time.

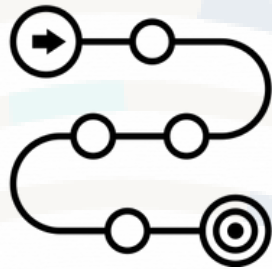
The impact we aim for

Creating a tool (MyCaDO) which helps us realize our long term goal to become Maritime High Impact Learning Organization (MHILO).

Connecting all systems, balancing personal and professional development with personal prosperity and private life. Having a learner driven platform, in which employees and especially seafarers can get the attention, materials, they deserve/need.

Being drivers of their own career!

Our MyCaDO role



Analyzing demands and needs of the industry/our company



Connecting tools & systems that we are already using



Taking our best practices to embed / share and also self-reflect



Having a real test audience = our employees onboard and ashore



Sharing L&D experience of the last 20 years. What worked - what not