



Leadership in the Marine Sector

The Marine Transportation industry is an important industry whose activities significantly benefit Canadians with activities contributing over \$9 billion annually to the economy and employing approximately 100,000 Canadians.

Marine Transportation takes on many forms within Canada including fishing, tourism, shipping, and trade. The primary commodities being moved in the region include crude oil and gas, minerals and chemicals, paper and forest products, coal and coke, and various containerized goods. Marine transport accounts for 90 percent of worldwide trade and over 95 percent of the approximately 180 million tonnes of commodities and processed goods Canada exports to other countries annually.

To support the ongoing development of this industry, it is critical that leadership development be prioritized. To this end, the Council of Marine Professional Associates engaged Training Works to research and create a leadership development program for personnel employed within the marine transportation sector.

It is envisioned this program will create a standard for leadership across the entire marine transportation sector. This program will begin with senior management but will eventually serve as the standard for all employees within the sector regardless of rank.

The importance of the marine transportation sector both nationally and internationally will continue to grow. For a vessel to function, every mariner must do their part. As with any team, leaders are necessary to provide directives and oversee the crew. At every level, crewmembers must exercise leadership skills to bring out the best in both themselves and their fellow mariners.

This project serves as the starting point for the professionalization and continuous development of the marine transportations sector in Canada. The subsequent activity will involve establishing a centralized learning management platform to house and support training delivery and then population of the system with easy to master tools and models to complement the training process.

By skilling, connecting, and continuously developing, the COMPASS Leadership Development Program will create a gold standard for leadership development within the Marine Transportation Sector in Canada.