

metavasea



Humans at the heart of
maritime decarbonization



HELMEPA



Soft Skills for the Environmental Leadership



Why are soft skills important?

inherent ?

Can we develop them?

Who needs them?

Who has them?

Soft skills- What is it?

Personal features

critical for a

successful career



and **more...**

Soft skills

- behaviours
- way of thinking
- interpersonal relationships

- emotions
- traditional teaching methods do not apply

- similar across all sectors/ professions

- Qualitative / cannot be proved

Hard skills

Knowledge via formal training, seminars, certifications

Easy to define

Different for each profession

Easy to prove and evaluate



**Why are soft skills
important
for the Environmental Leader
in Maritime?**

Challenges



- complex environmental regulations
- stakeholders from different cultures
- partnerships between various organizations
- maritime environmental crises
- sustainable maritime goals
- crew health & safety

Skills



- constant learning
- effective collaboration
- quick and effective response to problems
- effective communication
- emotional intelligence
- long-term strategies and vision

Lifelong learning

The continuous development of **knowledge** and **skills**
after formal education and **throughout** our lives

- formal
- informal
- or non-formal

Challenges

for the

environmental leader

Successes

for the lifelong learner



Frequent Regulatory Changes

- maintain compliance and implement the latest best practices



Rapid Technological Innovation

- integrate cutting-edge technologies into their operations



Leadership

- role model to foster continuous improvement culture



Climate Change Adaptation

- knowledge and tools to develop resilient operations and reduce environmental footprint



Global Collaboration and Networking

- international conferences, online courses to network with peers, share knowledge, and collaborate on global initiatives



learn | unlearn | relearn



**growth
zone**

learning
zone

fear
zone

comfort
zone



**You are
always
ahead**





Social Responsibility

The duty of **individuals** and **companies** to work and cooperate with other individuals and organizations in the best interests of their environment and society as a whole.

Challenges

for the

environmental leader

Successes

for the

socially responsible

professional





compliance with environmental regulations, e.g. MARPOL

- go beyond mere compliance and adopt ethical practices



protect marine and coastal environments

- proactive in implementing measures that mitigate impact



interact with coastal communities

- engage with local communities respectfully



educate and train the crew

- create a culture to more consistent environmental behaviours onboard



Support company's ESG goals

- ensuring safety and sustainable vessel operations

respect diversity at work

reduce the environmental footprint

participate in volunteering activities

promote my company's social
culture

As a socially responsible
individual



Corporate Social Responsibility

the business model by which companies make a **concerted effort** to operate in ways that **enhance** rather than degrade **society** and the **environment**

ESG

a comprehensive, **measurable**, and integrated framework that aligns **ethical** business practices with **financial** performance and long-term **sustainability** around the **Environment**, the **Society** and **Governance**



Royal Caribbean Group



The
transformation
of
the
Waste
Management
System

Royal Caribbean Group

The Challenges

- Regulatory Compliance: for waste disposal and treatment.
- Operational Changes: Implementing new systems across a large fleet without disrupting passenger services
- Cultural Shift: culture of environmental responsibility among crew and passengers.

Implementation

- Installation of advanced waste treatment systems
- Development of waste management protocols to minimize waste generation and maximize recycling
- extensive training programs for crew members and awareness campaigns for passengers.

The Results

- higher recycling rates
- reduced waste discharge
- recognised for their commitment to marine conservation.

"The shipping industry must lead by example, reducing its carbon footprint to ensure the longevity of our oceans and the communities that rely on them."

— International Maritime Organization

metavasea

People-centred transition for Maritime
Decarbonization in the East Mediterranean



partners



with the
support of



associate partners

thank you