

## Mentoring at Sea: The 10 Minute Challenge



Mentoring at Sea 2012 Edition Author: Captain Andre L Le Goubin MA FNI The 10 minute challenge Overcoming barriers to mentoring Shore support for onboard mentoring Developing a culture of mentoring Anyone can be a mentor at sea and anyone can need mentoring - and it only takes 10 minutes to get started. This book explains how knowledge gained through experience, and then reflected upon, can be passed on in an informal but purposeful way. Every suggestion will take no more than 10 minutes to carry out but incorporating opportunities for mentoring into the daily onboard routine will widen and consolidate the on-the-job experience of those progressing through the ranks. It will also improve communications and enhance team-building and hopefully lead to a reduction in accidents and incidents. This practical guide sets the 10 minute challenge for potential mentors and candidates to identify concerns and practical solutions. Examples progress from the simple thought of the Master spending a few minutes with each of his watchkeeping officers daily to second or third officers bringing the vessel to anchor, or picking up a pilot, under the Masters supervision. Contents Introduction Chapter 1 The basics of mentoring Chapter 2 The value and importance of mentoring Chapter 3 The need for onboard mentors Chapter 4 Reflection for seafarers Chapter 5 The 10 minute challenge Chapter 6 Barriers to mentoring Chapter 7 Overcoming barriers to mentoring Chapter 8 Experiential knowledge through mentoring Chapter 9 Shore support for onboard mentoring Chapter 10 Reverse mentoring Chapter 11 When NOT to be a mentor Chapter 12 Developing a culture of mentoring

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