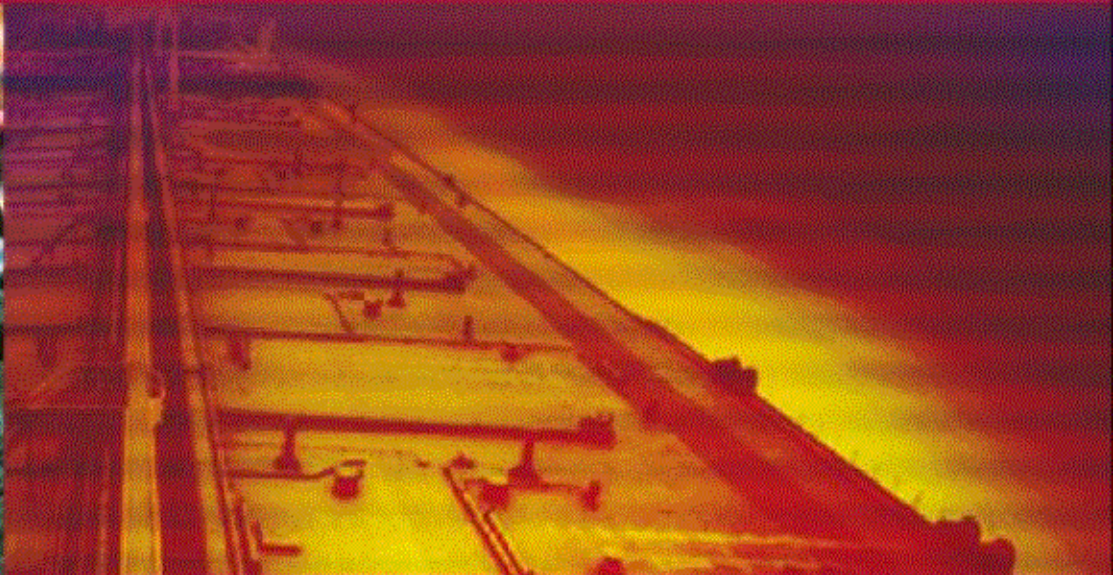


# 2<sup>nd</sup> Maritime Italy 2007

## The Italian Miracle



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Eurasia Group of Companies

2<sup>nd</sup> Maritime Italy 2007  
Hilton Sorrento Place  
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Eurasia

# Backdrop

- The deepening plight of the declining seafarer;
- Before the warnings of imminent seafarer shortages went unheeded;
- Today no easy answers, no easy way out;
- A long but worth fighting battle to develop a well recruited, highly trained and motivated workforce for higher manning standards and safer seas.

# Overview

- Creating a long term career through education, training and continuous learning;
- Promoting the human touch and the awareness of cultural differences;
- Avoiding the blame culture;
- Developing innovative human resources practices.

# Long Term Career and Education, Training and Continuous Learning

- Attracting the best raw talent, drawing it to the training programs, managing the talent and retaining it, especially in this time of rapid advances in technology;
- The Eurasia Centre for Advanced Learning – training our people – the future leaders with technical know-how and business acumen;
- Providing the seafarers a varied and long lasting career.

# Human Touch and Awareness of Cultural Differences

- Proactively addressing seafarers' everyday concerns;
- Promoting the awareness and understanding of cultural differences between seafarers onboard a ship;
- Caring for seafarers' families.

# Avoiding the Blame Culture

- Employers' responsibility to support seafarers;
- Stopping stigmatization of seafarers;
- Industry ensuring seafarers not culpable for every incident;
- Respect for the seafarers and the seafaring profession.

# Innovative Human Resources Practices

- Senior management commitment;
- Articulating defined shared values;
- Aligned and integrated strategy, structure and systems;
- Long term approach.

# Final Remarks

- Key driver “empowerment and developing competencies”;
- Good people don’t just want a job – they want a career.

Thank You

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