



*The Company of Master Mariners of India*

## 3<sup>rd</sup> Mentees Forum – A Report

25<sup>th</sup> November 2023

The Mentoring scheme was launched by CMMI in December 2020 and to keep a close watch and review the progress, a Mentors and Mentees Forum is organized alternatively every 6 months.

25<sup>th</sup> November 2023 was the date fixed for the 3<sup>rd</sup> Mentees Forum and like always, a Questionnaire was administered to all the Mentees seeking their responses on pertinent questions on the progress of the scheme.

The Forum saw a very good response with participation of more than 70 persons representing the Mentees, to-be-mentees from institutes, various institute Heads, few Wardens, and the Deputy Master Capt Mohan Naik chairing the Meeting. Hailing it as one of the most pertinent and professional initiative of CMMI where senior Masters are investing time and efforts into grooming the future generation of maritime leaders, Capt Naik lauded the efforts of Capt Yashovardhan Sharma, Dr Capt Suresh Bhardwaj and CEO Capt Sasikumar in steering this initiative.

It was noted that there are about 50 active Mentors mentoring about 100 cadet Mentees in a ratio of 1:2. About 50% of the Mentees were nearing the completion of benefit of the scheme and others were still completing sea-time for OOW Certificate examination.

There was doubtlessly overwhelming positive feedback from the Mentees with few recounting on how they benefitted so much from the scheme, both professionally and personally. While only just a few met the Mentors face-to-face, What's App was noted to be preferred channel of communications and was told proved very effective even while the Mentees were on board ships.

All Mentees finishing the scheme affirmed they would continue maintaining relationships with their Mentors for many years to come.

It was indeed gratifying to see the defined objectives of the scheme delivering in earnest:

1. To help Mentees imbibe the professional values of the merchant marine profession.
2. To help Mentees plan, develop, grow, and manage their careers and make them self-reliant and more responsible as self-directed learners.
3. Towards Leadership and Management Development, more easily gained through application and guided practice.
4. Most importantly, towards Psychosocial Mentoring by providing that emotional support, encouragement, advise, assistance, acceptance, confirmation and counselling towards smoother induction into the highly operational environment of merchant marine profession.

The Heads of Training Institutes confirmed that in their view the Scheme was extremely beneficial, and they requested CMMI to augment the number of Mentor to be able to take on more Mentees under the scheme.

CEO Capt Sasikumar, beaming with delight, sincerely thanked everybody for the participation at the Forum and for making the Mentoring scheme highly successful.

