



CMMI Mentoring scheme

FIRST YEAR PROGRESS REPORT

December 2021

About the scheme

CMMI launched the Mentoring scheme for fresh entrants to the nautical profession in December 2020 with about 40 mentors and 80 mentees, keeping to two mentees per mentor.

The Mentorship is voluntary and comprises of senior professionals from various marine verticals across the country. A Workshop cum orientation program was conducted at the launch, for all the Mentors to familiarize and align to the ethos and underpinning principles of the program.

The Mentees were chosen from various academies across India, like IMU Chennai, Mumbai and Kochi campuses, Tolani Maritime Academy, Great Eastern Institute of Maritime Studies, IMI Noida, HIMT, and T S Rahman. Cadets chosen were pursuing final year B.Sc. and were placed with companies that included companies like Maersk, Northern Marine, Bernhard Schulte, Good wood, MOLMI, MSC, Thome etc.

The Six Monthly Program Review

After first six months, a formal review was taken of the program by holding a review meeting with all the Mentors. Majority of the Mentors expressed satisfaction with the scheme and shared accounts of the interactions with their Mentees. A couple of them expressed difficulty in establishing contact. Overall, the Mentors were happy that their mentees were finding it very good too and were satisfied.

This was followed up with a proper Mentees' Forum after another six months when a Questionnaire was administered amongst all the Mentees and response solicited and analyzed. A Zoom meeting was organized on the 26th of November 2021 of all the Mentees and individual interactions were held.

Almost all the Mentees asserted with great enthusiasm that the program has greatly benefited them professionally and personally. While few cadets were yet to join vessels, delayed because of COVID restrictions, many were already on board and most of whom said the communication was not much of an issue. The interactions were happening more than once a month on an average.

Some expressions from the Mentees were as below:

- This program is going good. I feel confident to have someone who can guide me through everything.
- Our mentee mentor relationship progress has been very good. I am able to communicate talk share things freely with my mentor and even when I need some

guidance or suggestions when I m stuck or confused he has been guiding me through it.

- I'm thankful to the CMMI for giving a chance to be a part of this good program and I'm obliged to have a mentor like Capt xxxxxxxx. He has helped me in getting to know my ship better moreover helped me in being a very sharp and confident cadet, under his guidance I had a very good tenure on board my first vessel.
- Capt. xxxxxxxx is a wonderful mentor, I love the way he communicates and you get a feeling that you'll be able to share whatever problems you are facing and he'll be there to help.

Way ahead

CMMI is very happy to note the successful progression of the scheme, which is also appreciated by various companies, training academies and the DG Shipping.

CMMI is in the process of further augmenting its Mentors count and happy to note that more than 20 senior members from Chennai, Bangalore, Mumbai and a few other branches have come forward.

CMMI highly appreciates the valuable contributions of its membership to the voluntary services that supports, encourages, advises and assists new entrants in the Nautical stream to the merchant marine profession.

Reiterating the Objectives of the scheme:

Objectives of the Mentoring Scheme

- Professional Identity – To help communicate and imbibe the professional values of the merchant marine profession.
- Career Development – Help mentees plan, develop, grow, and manage their careers. Help mentees become resilient in times of change, more self-reliant in their careers, and more responsible as self-directed learners.
- Leadership and Management Development – Encourage the development of leadership competencies. These competencies are often more easily gained through application and guided practice rather than by education and training.
- Psychosocial Support – Provide that psychological and emotional support, encouragement, advise, assistance, acceptance, confirmation and counselling towards smoother induction into the highly operational environment of merchant marine profession.

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