

SESSIONS

SUMMIT DAY 1 -

Women in Shipping Summit

10-11 September 2019

Mary Ward House Conference & Exhibition Centre
London

Networking and Refreshment Break

08:00 - 09:00

Chairman's Welcome & Introduction

09:00 - 09:10

Keynote: Are women reluctant to be at the forefront?

09:10 - 09:30

Participants

Karin Orsel - CEO/ Co- Chair, MF Shipping Group/
Dutch Ship Owners Association

Setting the Scene| Let's talk numbers: What do we really know about women in shipping and further in the maritime supply chain?

09:30 - 09:50

When it comes to women in leadership positions because in US Fortune 500 and 1000 companies women occupy only 16.9% of board positions, 14.6% of C-suite positions and only 4.6% of CEOs are women. But what do we accurately know about women in maritime?

- Numbers and context
- Roles women fill in the industry
- Variance and trends

Participants

Christa Sys - BNP Paribas Fortis Chair on Transport, Logistics and Ports, Department of Transport and Regional Economics, University of Antwerp

Attracting talent: Analysing our call to arms

09:50 - 10:10

- Making the industry attractive vs making it inclusive
 - Identifying and correcting gender bias in education advertising and job descriptions
 - What are the experiences we offer as an industry – do women know what to expect?
 - The industry has changed but are we communicating this accurately?
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The culture problem – it's not us, it's you!

10:10 - 10:30

- structural barriers within the educational system;
- individual and psychological factors;
- family influences and expectations; and
- perceptions of the STEM educational and the workplace experiences

Participants

Eva Peño - Global Market Leader, Offshore Service Vessels (OSV) and Tugs, Bureau Veritas

Networking and Refreshment Break

10:30 - 11:15

Keynote Panel| What women bring to the table: fight-or-flight vs tend-and-befriend

11:15 - 12:00

Figure out what it is that you do that's really unique and see how you can use it to your advantage regardless of your field.

Male dominated industries have been built around and valued fight or flight over tend-and-befriend where rewards come from mutually beneficial outcomes. However, this is exactly what the industry needs in the context of rapid changes driven by commercial and regulatory pressures, but most of all, by an imperative to change the nature of the business itself, with sustainability and the future in mind.

- The quest for mutually beneficial outcomes
- Nurturing collaboration
- Positive impact on mental health

Participants

Gina Panayiotou - Global Head of Shipping & Energy, Michael Kyprianou & Co. LLC

Aoife O'Leary - Legal Analyst, European Defense Fund

Preventing Bullying and Harassment

12:00 - 12:25

All Delegates

Challenging unconscious bias in day-to-day interactions: Are we glorifying aggressiveness?

12:25 - 12:50

All Delegates

Networking Lunch

12:50 - 14:00

The Ship Owner's perspective| Maternity, return to work and working arrangements

14:00 - 14:20

All Delegates

Participants

Joanna Sawh - Crewing Manager, K Line LNG Shipping

Maternity challenges as a small business owner in the Maritime Industry

14:20 - 15:20

All Delegates

- Introduction – operating in an SMEs within UK maritime industry and globally
- Challenges facing SMEs in general: recruitment, funding, market conditions, Brexit (!)
- Maternity challenges: travel, working offshore / onboard vessels, client / industry perceptions, managing leave (no statutory maternity pay), continuing to work / getting back to work.
- Maternity Challenges as a Small Business Owner in the Maritime Industry
 - Introduction – operating in an SMEs within UK maritime industry and globally
 - Challenges facing SMEs in general: recruitment, funding, market conditions, Brexit (!)
 - Maternity challenges: travel, working offshore / onboard vessels, client / industry perceptions, managing leave (no statutory maternity pay), continuing to work / getting back to work.

Participants

Rosalind Blazejczyk nee Spink - Managing Partner, Naval Architect, Member of the Lloyd's panel of SCRs, Solis Marine Consultants

Addressing women's health - advancements and resources

15:20 - 15:40

All Delegates

Rethinking recruitment for alignment

15:40 - 16:00

All Delegates

- Blind recruiting
- Diversity quotas
- Referral schemes
- Initiatives: induction programmes, women ambassadors going into schools to talk about their profession, use of social media to highlight and promote women
- Leading by example – strengthening your company's mission statement

SESSIONS

SUMMIT DAY 1 -

Mentoring – a cure to mid-career talent drain

16:00 - 16:20

All Delegates

It's not just family that holds women back, but also isolation, a feeling their career is being stalled and lack of mentoring. Mentoring gurus argue that the best women to mentor are those who can define what they hope to get from the relationship, the kind of advice and feedback they need, even the basics of how frequently to meet and how long for.

- Does mentoring actually work?
- How much time commitment is actually needed?
- What degree of formalisation should mentor programmes have?
- Sharing ownership

Networking and Refreshment Break

16:20 - 16:50

Hacking the system: Changing the narrative

16:50 - 17:10

Women working in the maritime industry, whether on or offshore are often subjected to discrimination, inequality and harassment. It is rarely reported or even discussed, it is accepted as part of the job. The question we must ask ourselves is, what are we doing to change the perception of women in the industry?

- Education starts from within - if we don't talk about it, no one else will
- Getting in front of the right audience and making ourselves heard
- Proof that diversity works - a study from Harvard Business Review
- Creating an innovative and open environment for women to share ideas, new technologies and opportunities that can be implemented to showcase our breadth of talent and skills
- What 'good' really looks like, how it can be achieved and the part we play in making it happen

Participants

Emma Mark - Marketing Manager, Intelligent Cargo Systems

Developing women who persist and succeed

17:10 - 17:35

The individual factors included self-efficacy, having a career identity and the ability to see a better future, adaptability, and being engaged at work.

workplaces to include supportive managers, policies and practices that encourage work-life integration, and an equitable gender climate

Role models and champions

17:35 - 17:55

Research shows that women are less likely to advocate for themselves than men—and in an industry that is changing so rapidly, they're more likely to fall behind. Some research (conducted by Yale University) also argues that mentor programmes are ineffective in furthering women's careers, and is instead now focusing on the effects of advocacy on career progression. What is the evidence from the industry showing?

Participants

Dana Denis-Smith - CEO & Founder, Obelisk Support

Women in Maritime Taskforce - An action plan

17:55 - 18:15

- Background – Women in Maritime Taskforce, the pledge and the charter
- Charter pilots – highlighting breadth of companies piloting
- Shoreham Port's Action Plan
- Baseline data (to include the diversity of the Board and leadership team already)
- Targets/Projects (Reference to the suite of toolkits available)
- Challenges
- Next steps – calls to action for the delegates

Participants

Nicky Goldsbrough - Director of Corporate Services, Shoreham Port

Closing of Day 1

18:15 - 18:20

SCHEDULE

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10:00	10:10 - The culture problem – it's not us, it's you! 10:30 - Networking and Refreshment Break
11:00	11:15 - Keynote Panel What women bring to the table: fight-or-flight vs tend-and-befriend
12:00	12:00 - Preventing Bullying and Harassment 12:25 - Challenging unconscious bias in day-to-day interactions: Are we glorifying aggressiveness? 12:50 - Networking Lunch
13:00	
14:00	14:00 - The Ship Owner's perspective Maternity, return to work and working arrangements 14:20 - Maternity challenges as a small business owner in the Maritime Industry
15:00	15:20 - Addressing women's health - advancements and resources 15:40 - Rethinking recruitment for alignment
16:00	16:00 - Mentoring – a cure to mid-career talent drain 16:20 - Networking and Refreshment Break 16:50 - Hacking the system: Changing the narrative
17:00	17:10 - Developing women who persist and succeed 17:35 - Role models and champions 17:55 - Women in Maritime Taskforce - An action plan
18:00	18:15 - Closing of Day 1

SESSIONS

SUMMIT DAY 2 -

Women in Shipping Summit

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Registration & Coffee

08:30 - 09:00

Chairman's Welcome & Recap of Day 1

09:00 - 09:05

Keynote| Ringing the bell: The story of UKBlackTech

09:05 - 09:25

PwC and UKBlackTech have joined forces in a drive to encourage greater diversity in the technology sector and to inspire more young people from a range of backgrounds to pursue careers in technology. Why? Because, as Sunil Patel, Chief Operating Officer, Technology & Investments at PwC said: "In order to improve the diversity of people working in technology, businesses have a responsibility to ensure opportunities are available for all. We hope to do this by working with UK Black Tech by shining a light on the opportunities available."

Does this ring a bell? Join us for a truly inspiring story about a business community that acts with purpose, followed by a discussion on what the maritime community can learn from this example.

Weighing options: Career mapping and succession planning

09:25 - 10:05

All Delegates

Digital transformation in shipping and opportunities for diversity

10:05 - 10:50

All Delegates

Participants

Maria Lambrou - Associate Professor of Digital Business, University of the Aegean

Natalie Shaw - Director Employment Affairs, International Chamber of Shipping

Technology enabled life-long learning

10:50 - 11:10

All Delegates

- Ensuring access to continuous learning
- Designing customised learning
- Offering on-the-job performance support

Participants

Iliana Christodoulou- Varotsi - Course Director & Trainer Lloyd's Maritime Academy, Executive Advisor, Oil Spill Consultants Advisory Response (OSCAR Pty Ltd South Africa)

Networking and Refreshment Break

11:10 - 11:40

Leadership and Sustainable Ocean Development

11:40 - 12:00

Participants

Aoife O'Leary - Legal Analyst, European Defense Fund

Finding your executive voice

12:00 - 12:20

Participants

Diane Gilpin - Founder CEO, Smart Green Shipping Alliance

Intro

12:20 - 12:25

Women Seafarers

Intro

12:20 - 12:25

Women in Maritime

Improving conditions for women on board

12:25 - 13:25

Women Seafarers

Developing and leading high performing teams

12:25 - 13:25

Women in Maritime

Networking Lunch

13:25 - 14:25

Discussion on work groups outcomes

14:25 - 14:45

Beyond gender – addressing the wider diversity challenge in shipping

14:45 - 15:15

Leading change

15:15 - 15:35

- Change management
 - Championing diversity
 - Developing resilience
-

Why men [should] promote women in shipping

15:35 - 16:20

Closing remarks and close of summit

16:20 - 16:25

Farewell Drinks

16:25 - 17:25

SCHEDULE

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12:00	12:00 - Finding your executive voice	12:00 - Finding your executive voice 12:20 - Intro 12:25 - Improving conditions for women on board	12:00 - Finding your executive voice 12:20 - Intro 12:25 - Developing and leading high performing teams
13:00	13:25 - Networking Lunch	13:25 - Networking Lunch	13:25 - Networking Lunch
14:00	14:25 - Discussion on work groups outcomes 14:45 - Beyond gender – addressing the wider diversity challenge in shipping	14:25 - Discussion on work groups outcomes 14:45 - Beyond gender – addressing the wider diversity challenge in shipping	14:25 - Discussion on work groups outcomes 14:45 - Beyond gender – addressing the wider diversity challenge in shipping
15:00	15:15 - Leading change 15:35 - Why men [should] promote women in shipping	15:15 - Leading change 15:35 - Why men [should] promote women in shipping	15:15 - Leading change 15:35 - Why men [should] promote women in shipping
16:00	16:20 - Closing remarks and close of summit 16:25 - Farewell Drinks	16:20 - Closing remarks and close of summit 16:25 - Farewell Drinks	16:20 - Closing remarks and close of summit 16:25 - Farewell Drinks