

Generation of intercultural awareness system in a multinational crew on board of the training ship and this factor influence on interaction on board, safety, efficiency and leadership system generation

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1. The State Maritime Academy collaborates with a number of European shipping companies in various fields, including issues to organize navigation practice for students of different educational institutions on board of MIR training ship.
2. The State Maritime Academy collaborates with maritime educational institutions worldwide.
3. For many educational institutions one of the problems is to provide their students with navigation practice, as not all the institutions possess their own vessels, and at operating vessels there is not enough space to meet all the demands in navigation practice.
4. Shipping companies pay great attention not only to competence and high qualification of their young professionals, but also to their intercultural awareness, as almost every crew being multinational, the awareness of culture and traditions of each nationality has a direct effect on such important characteristics as leadership system generation on board, ship and environmental safety, efficiency of ship operation.
5. "Intercultural awareness" project within collaboration of maritime educational institutions and shipping companies has been implemented in the State Maritime Academy since 2008.

Its participants

From the industrial side - STENA AB company (Sweden)
Boskalis company (Netherlands)

Educational institutions:

- Admiral Makarov State Maritime Academy
- Gdynia Maritime Academy (Poland)
- Glasgo College of Nautical Studies (UK)
- Tolani Maritime College (India)
- Mapua-PTC College of Maritime Education and Training (Philippines)

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- University of Rijeka (Croatia)
 - SONANGOL (Angola)
 - Goteborg Maritime Collage (Sweden)
6. Within the project the participating parties have developed materials of practical importance for crew members awareness of cultural characteristics and traditions of main nationalities working at STENA ships which can be also used as teaching aid in maritime educational institutions.
 7. The way others estimate our culture – materials have been collected to demonstrate how representatives of different nations estimate typical characteristics and national peculiarities of other cultures and nations. Herewith the participants have mentioned both positive and negative characteristics of cultures (nations).

The results are given in Table 1.

How others see our Cultures			
Croatian Culture	UK Culture	Swedish Culture	Indian Culture
Easy-going Friendly (4) Straight Forward Relaxed Skilled Open Opinionated Like good wine Like good food Proud Not punctual Meticulous Professional Masculine/patriotic Good practical skills Humble Respectful Delicate/sensitive Well educated Hard working	Conservative (2) Imperialistic Hierarchical Talkative Impartial (2) Systematic Punctual Snobbish (2) Practical Respectful Honest Friendly Beer Drinkers Rock music Confident (2) Managers Diplomatic Caring Clever Neutral Pragmatic Open minded	Egalitarian Calm/Cool/Cold Reserved (2) Friendly Assertive Hard Working Multi-lingual Forthright First name basis Efficient Sincere Blond hair Traditional (2) Dedicated Polite Positive attitude Punctual Appreciative Understanding Motivator	Very religious (3) Structured Peaceful Diffident Traditional Friendly Family-orientated (3) More British than Brits Humble Negotiators Not timely Savers Reserved Adaptable Hierarchical Curry culture (2) Polite (2) Romantic Software Creative Confident Well-educated Assertive Co-operative
Angolan Culture	Polish Culture	Philippines Culture	Russian Culture
Easy-going Friendly (2) Polite Hard-working Religious Dancing/music Business/traders Adaptable English difficulties Sincere	Withdrawn No emotion Hard Working (3) Insular Determined Polite Easy-going Proud Reliable (2) Friendly (3)	Family (3) Good sea-farers Sensible Polite (2) Diffident Religious (3) Hard-working (4) Good singers Good humour Yes-Can Do Culture	Sombre (2) Tough (2) Serious Dutiful Efficient Friendly (3) Strict Practical Disciplined Inflexible

Open to learn Unknown (2) Shy Determined Skilled	Sympathetic Flexible with rules and regs Open minded Very religious (2) Sincere	Disciplined (2) Fun Loving (2) Honest Humble Rice Eaters Long stayers Closely connected Peaceful Co-operative	Inviting/Warm Well Educated Not punctual Rough and ready Good trouble shooters Patriotic Confident Determined Easy going Entertainer Artistic Culture Strong Don't share problems
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8. Within this project presentations have been developed on main cultural characteristics and peculiarities of nations working at sea containing information on the way different nations representatives see themselves. For example, one can have a look at the Philippines presentation. In particular, it can be seen that the main values of the Philippines culture are religious and family ones. The positive points of a Filipino are delicacy, responsibility, adherence to established rules. The negative points are being not precise about time and unable to say “NO” when necessary.
9. Similar materials have been prepared for every nationality/culture mentioned above. Considering this data captains and ship officers would much easier adjust ship interaction system and organize efficient ship operation using strong national characteristics of each crew member and neutralizing or smoothing weak points.
It is especially interesting to compare the results of the first investigation “The Way Others Estimate Us” with the ones of the second investigation “The Way We Estimate Ourselves”. Such analysis proves that objective (external) and subjective (internal) estimates are not always the same.
10. Within the project for 2 years the MIR training ship of Admiral Makarov State Maritime Academy has been used as a place for practical investigation of a multinational crew atmosphere by the example of the multinational students team.
11. Location and period of navigation – April-October, the Baltic sea, The North sea, the Mediterranean sea
Crew: 42 people
Students: 144 people
12. Ship functions:
 - the location for the first navigation practice of students where the first test of their professional characteristics, solidarity, team work skills takes place.
 - MIR sailboat is a regular participant and winner of international regattas.
 - MIR is a frequent and welcome guest in European ports, a participant and honored representative of the Russian Federation at naval and cultural festivals, cities’ days.
13. With assistance of Stena and Boskalis amicable companies and a few educational institutions of Europe and the USA the atmosphere of “multinational crew” has been created on board of MIR training ship (45 people of 26 nationalities, boys, girls).

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14. All the students came on board in order to take part in the “Historical Seas International Regatta” that took part in the Mediterranean sea with a route Volos (Greece) – Varna (Bulgaria) – Istanbul (Turkey) – Lavrion (Greece).
15. The fact of uniting young future officers of so many nationalities in regatta extreme conditions was a certain risk, challenge, as success in regatta depends on crew integration, mutual understanding and support of all the crew members. We wanted to estimate how fast and easy mutual adaptation would happen, the role of each member and general team objectives would be understood, how closely-connected, smooth and effective would representatives of such different cultures work hand-in-hand. The result of such estimate was winning the regatta which proves.
16. Besides this purely practical test the project participants planned and implemented a few social and psychological tests evaluating adaptation rate from a more scientific point of view.
17. Such investigation of a multinational students team has been held for the first time. This is the first experience of such kind of researches, and we can present the first results.

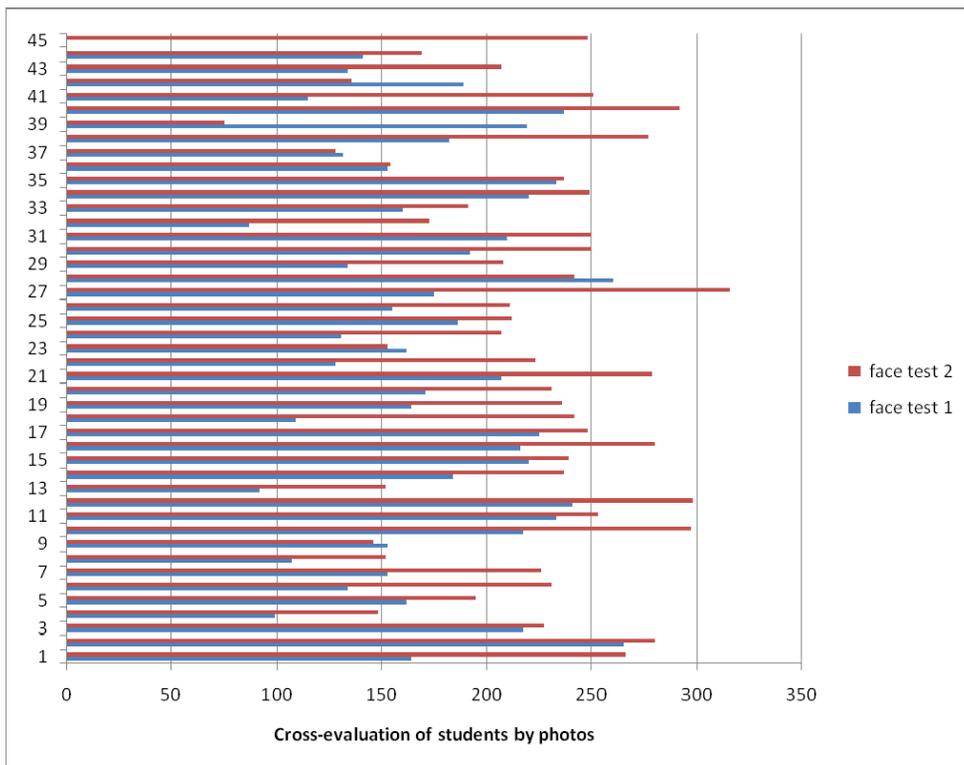
The first test held on board was made in two steps – in the beginning and at the end of the students’ staying on board. It may be called a Face test or Acquaintance.

The matter of the test was as follows: each student out of 45 those present on board was shown pictures of all other students one by one and he/she was to estimate them with the following scale:

 - acquaintance and communication rate with each student
 - sociability(asociability) , positive (negative) attitude of each student using + or – indexes.

The test was performed individually and anonymously.

The results analysis shows that during a month the level of psychological compatibility increases (sociability estimates are higher and there are more estimates with + index).
18. The vertical axis of the chart depicts identification number of a student in the multinational team of 45 people. The horizontal axis depicts sum of each student’s grades given to all students (45 people, including himself. If one estimated everyone as +10, it would give maximum result of 450 scores – ideal team. It is the ideal team for the student and he sees himself in this team from +10 to -10. In principle, this value represents personal psychological picture of the crew from the point of view of each of 45 students. The beginning of the practice is marked with blue and the end – with red. As we can see, most of the students treated each other better at the end of practice. In general, the team members became friends (except 28, 39, 42) and can form a more reliable crew. If there were more time, the situation could also change to the worse – it should be investigated further and deeper.



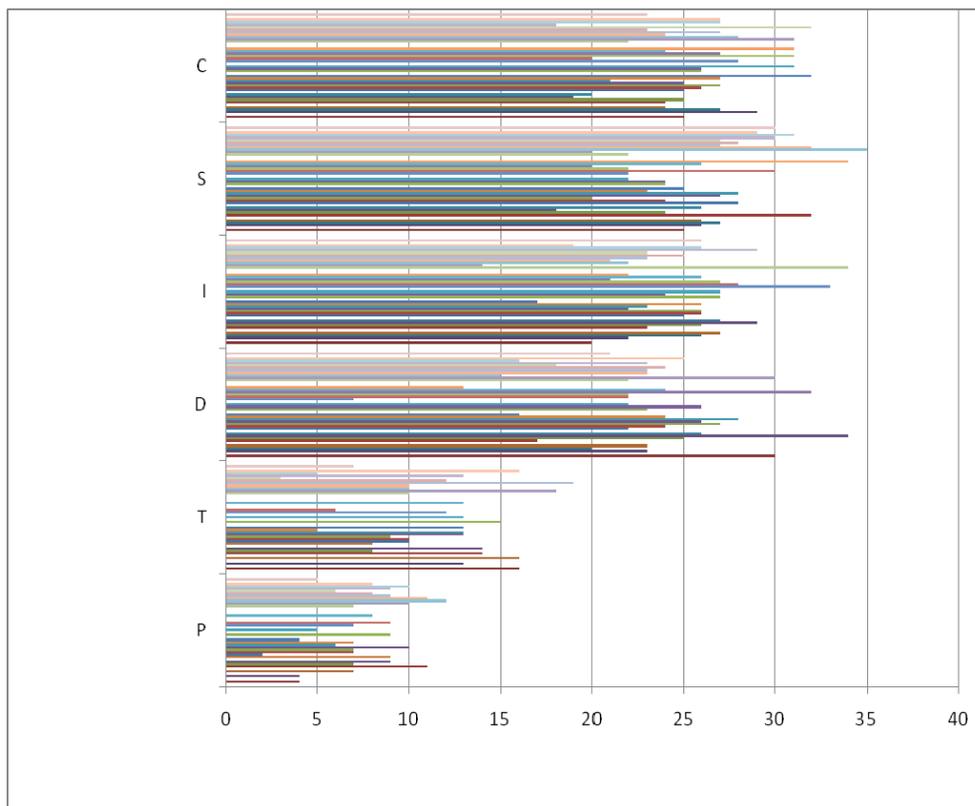
19. In this test each of 45 students of the multinational team assessed his leadership skills within a 40-score scale (horizontal scale). On the vertical scale the following behavior styles are depicted as per the questionnaire: D = dominance style, I = influencing style, S = steadiness style, and C = cautious style), as well as P and T self-ratings, where P:Concern for People dimension – shows self-appraisal of each student in terms of social leadership characteristics at a 20-score scale.

T: Concern for Task dimension - shows self-appraisal of each student in terms of task resolving leadership characteristics at a 20-score scale.

At this initial stage of the research, without identifying people, we can say that based on behavior styles (D,I,S,C) some students assess their leadership skills to be as high as 30-35 scores. There are quite few low self-ratings, in principle this proves that the majority have positive characteristics of the naval officer. Main tendency – estimates growth from R to S

At the next stage of the research it is planned to personalize the results and show the dynamics of the Face test and Test 2.

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20. At the moment all the materials of the Project are being summarized, and a reference booklet will be edited on differences between cultures and traditions for educational institutions and shipping companies that participated in the project.

The Project will continue in the next season, and we invite all those willing to take part in it.