



*Training Course:
Performance Management for Marine Operations
Teams*

*26 - 30 April 2026
Dubai (UAE)*

Training Course: Performance Management for Marine Operations Teams

Training Course code: MM1925 From: 26 - 30 April 2026 Venue: Dubai (UAE) - Training Course Fees: 5830 € Euro

Introduction

In marine and offshore operations, high performance is essential to ensure safety, efficiency, and compliance with international standards. Managing performance in such environments requires structured systems, clear KPIs, effective supervision, and continuous improvement practices.

This program, developed by [Global Horizon Training Center](#), is designed to equip marine managers and supervisors with the tools and techniques required to manage, monitor, and enhance team performance. It focuses on aligning operational objectives with performance indicators, improving workforce productivity, and strengthening accountability within marine teams.

Participants will gain practical knowledge on performance management frameworks, coaching techniques, and data-driven decision-making to drive operational excellence in maritime environments.

Course Objectives

By the end of this program, participants will be able to:

- Understand performance management principles in marine operations
- Develop and apply KPIs aligned with operational goals
- Monitor and evaluate team performance effectively
- Apply coaching and feedback techniques to improve performance
- Identify performance gaps and implement improvement plans
- Enhance productivity and operational efficiency
- Promote accountability and continuous improvement culture
- Use data and reporting tools for decision-making

Target Audience

This program is designed for:

- Marine Operations Managers and Supervisors
- Ship Officers and Team Leaders
- Port and Terminal Supervisors
- Offshore Operations Coordinators
- HR and Performance Management Professionals in maritime sector

Outline

Day 1: Fundamentals of Performance Management in Marine Operations

- Introduction to performance management concepts
- Role of performance in safety and operational efficiency
- Setting performance expectations and standards
- Linking performance to organizational goals
- Overview of KPIs in marine operations

Day 2: Developing KPIs and Performance Metrics

- Designing effective KPIs for marine teams
- Leading vs. lagging indicators
- Measuring productivity, safety, and efficiency
- Data collection and reporting systems
- Benchmarking and performance comparison

Day 3: Monitoring Performance and Providing Feedback

- Performance monitoring techniques
- Conducting performance reviews
- Coaching and mentoring for improvement
- Delivering constructive feedback
- Managing underperformance

Day 4: Performance Improvement and Team Productivity

- Identifying performance gaps and root causes
- Developing performance improvement plans
- Enhancing team productivity and efficiency
- Motivating teams and driving engagement
- Continuous improvement strategies

Day 5: Accountability, Reporting, and Continuous Improvement

- Building a culture of accountability
- Performance reporting and dashboards
- Data-driven decision-making
- Aligning performance with safety and compliance
- Final workshop: Developing a performance management plan

Registration form on the Training Course: Performance Management for Marine Operations Teams

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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