



# CERTIFICATE OF COMPLETION

This certificate is issued to:

**Ezequiel Cadena Guzmán**

*Blue Pioneer*

For having achieved competence at the task management level:

## **LEADERSHIP AND TEAMWORK**

*This certificate declares competence in the LEADERSHIP AND TEAMWORK task after having been evaluated in the theoretical and practical under the 2010 Manila Amendments of STCW, specifically as stated in tables A-III/1, A-III/1, and A-III/6 of Annex A of the STCW Code.*



### **Objective**

To ensure the participant demonstrates the necessary knowledge, understanding, skills, and proficiency required for leadership, management, and teamwork responsibilities aboard the vessel *Blue Pioneer*, and to validate their theoretical and practical knowledge of leadership and teamwork to the competency assessor.

### **Topics**

- Leadership Skills for Management and Supervision
- Develop a cooperative and respectful relationship with others.
- Communicate clear expectations.
- Realize the needs of crew members and care about their welfare.
- Recognize work overload and signs of stress and fatigue in self and others, and act promptly to deal with it.
- Participate in developing dialogues to engage stakeholders.
- Manage stakeholder engagement with other departments.
- Develop and maintain effective working relationships with all levels of personnel, both onboard and onshore.
- Take the lead in resolving disputes within the department or between departments.
- Coach others to ensure proper use of resources for assistance with employee relations or disciplinary actions.
- Ensure that all employees have equitable access to development opportunities.
- Contribute to continuously improving a positive organizational culture amongst personnel onboard according to the Blue Marine values and associated leadership behaviors.
- Investigate deficiencies in management systems and recommend remedial action.

**Assessment delivered period**

01/ 06/2024 – 30/06/2024.

**Duration**

1 month

**Place Issued**

Mérida, Yucatán, México

**Expiration date**

30/06/2029



RECOGNISED  
FOR CPD

The  
**Nautical**  
Institute



A45FM46  
Reference number

**Competency Assessor**

Juan Francisco Márquez Lara