Building a Naval Academy from scratch

Practical, cultural and political challenges in Mozambique

Kristian Andersin - Spectre COO

- Getting the task
- Selecting the team
- The importance of doing your homework
- Flexibility, patience and understanding

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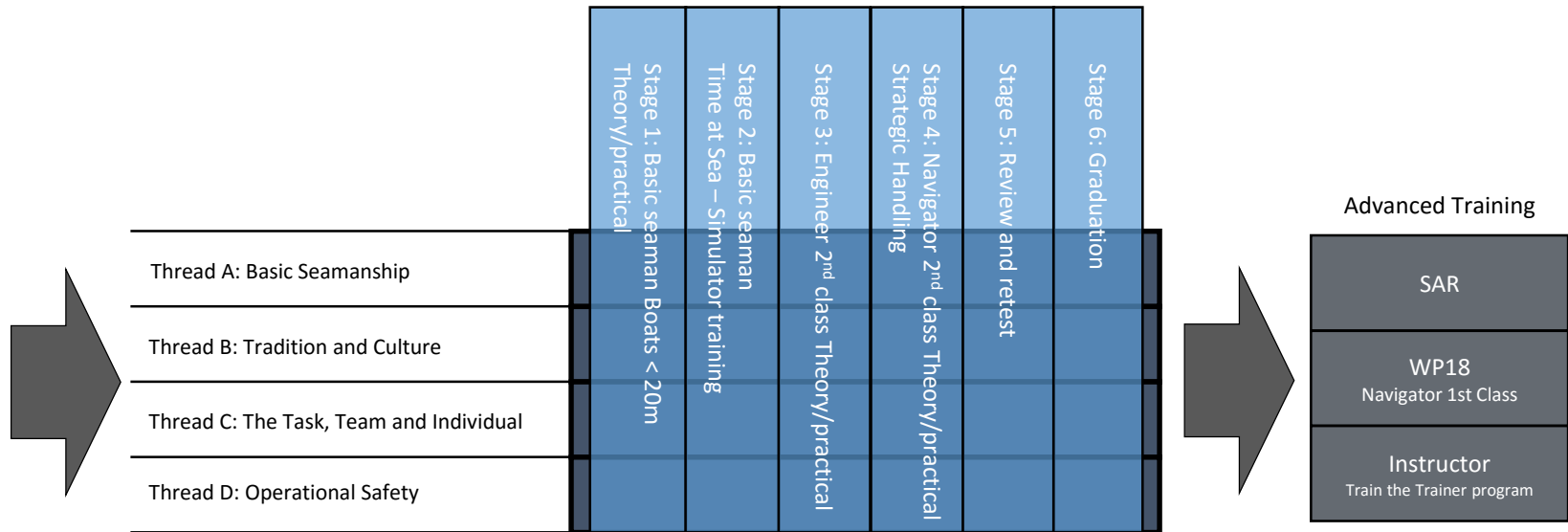
- Flexibility, patience and understanding.

Peter Bergqvist – Spectre Senior Educational Developer

- My task
- The process of developing the system
- The educational structure
- Pedagogy and methodology

Basic Training

Thread A: Basic Seamanship	
Thread B: Tradition and Culture	
Thread C: The Task, Team and Individual	
Thread D: Operational Safety	

Stage 1: Basic seaman Boats < 20m Theory/practical

Stage 2: Basic seaman Time at Sea – Simulator training

Stage 3: Engineer 2nd class Theory/practical

Stage 4: Navigator 2nd class Theory/practical Strategic Handling

Stage 5: Review and retest

Stage 6: Graduation

Advanced Training

SAR
WP18 Navigator 1st Class
Instructor Train the Trainer program

Henrik Hartman – Spectre Senior Site Manager at Pemba Naval School.

- My responsibility? – To implement the Spectre pedagogical model.

- How to ensure the training quality? – Internal training.

My responsibility? – To implement the Spectre pedagogical model.

- Having the **capacity** to complete the training.

- **Instructors present** what the students are expected to handle on completion of training.

- **Trust** – mistakes are acceptable during training.

- **Encouragement** – creates confidence and the willingness to learn more in contrast to punishment.

- **Enjoyment** – an easy-going working atmosphere is important, as students who are at ease learn more.

How to ensure the training quality?
– Internal training.

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