



LEGASEA MENTORSHIP
6 MONTH PULSE
CHECK

Lia Strike
PHOTOGRAPHY

IN ASSOCIATION WITH

QUAY CREW

BURGESS

LEGASEA MENTORSHIP

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2022 EVOLUTION

The intention of the programme is to create as many opportunities for growth for as many individuals as possible. We expanded the capacity of the programme significantly from 90 to 150+ and saw the application rate skyrocket due to word of mouth from the pilot cohort. Scholarship seats were designed and implemented to address three key elements:

- Remove any financial barriers that may exist for certain applicants
- For sponsoring organisations to identify existing talent within their network/ fleet
- For organisations to actively and directly invest in this talent by providing access and opportunity to enhance their careers.

Organisations that invested in Scholarship seats:

BURGESS

QUAY CREW

bluewater

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Finding a like minded inspiring mentor who I have a great connection with and who encourages and supports me not only in my career but also life. - Mentee



200+

APPLICANTS

158

ACCEPTED INTO
THE MENTORSHIP
PROGRAMME

60

SCHOLARSHIP
SEATS

LEGASEA MENTORSHIP

DEMOGRAPHICS & REPRESENTATION

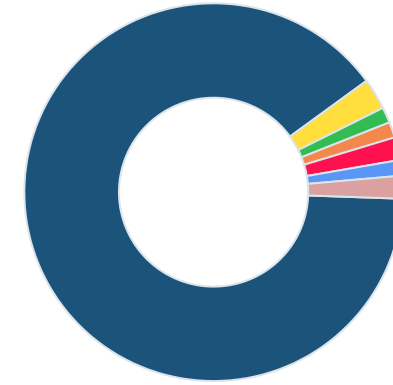
Bringing together a diverse cross section of representation from both ashore and at sea has cultivated the ability to share complementing insights and experiences from all sides of the yachting coin. Ethnic representation highlights the stark lack of diversity in the industry as a whole.

YEARS IN YACHTING



■ Less than a year	8.0%	■ 1-2 Years	6.0%
■ 3-4 Years	8.0%	■ 5-6 Years	16.0%
■ 7-9 Years	12.0%	■ 10+ Years	50.0%

ETHNICITY OF PARTICIPANTS



■ White	89.4%	■ Mixed or Multiple Ethnic	2.7%
■ Hispanic	1.3%	■ Latino	1.3%
■ Roma or European Traveller	2.0%	■ Irish	1.3%
■ Any other White Background	2.0%		

SECTOR DIVERSITY EXAMPLES

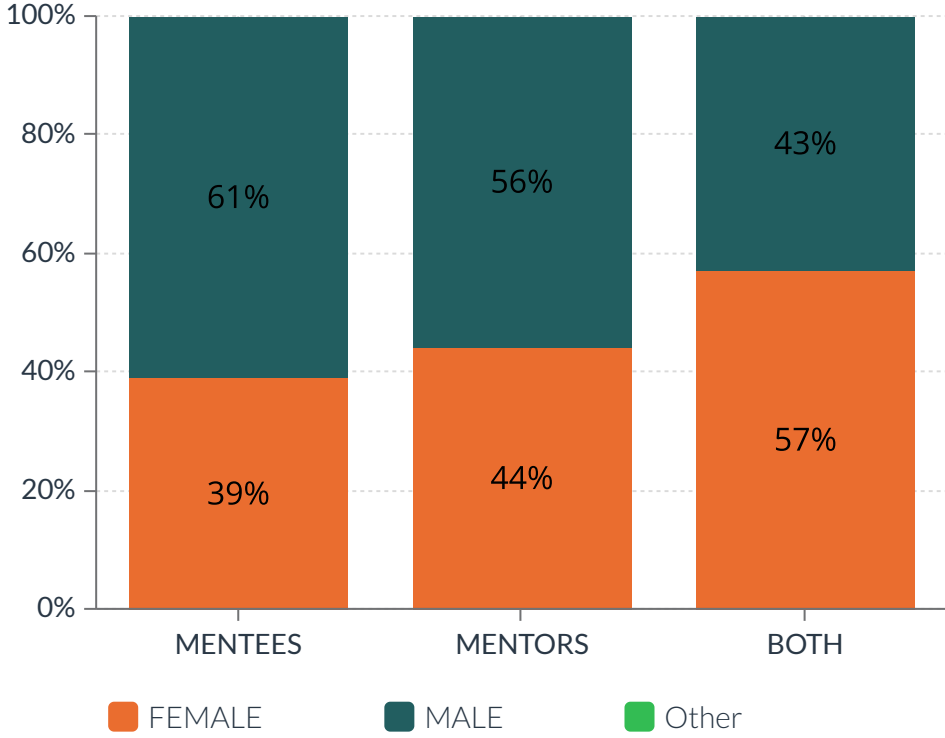
- Captain
- Project Manager
- Training Consultant
- ETO
- Technical Manager
- Oral Prep Coach
- Chef
- Business Development Manager
- Founders
- Chief Stewardess
- Head of Yacht Management
- Leadership Coach
- Purser
- Owners Representative
- Investment Advisor
- Chief Engineer
- Head of Yacht Insurance
- Yacht Managers
- Deck Cadet
- Editor

LEGASEA MENTORSHIP

THE ROLES AND GENDERS OF MENTORS & MENTEES

Creating an inclusive space for all individuals to connect, removing existing barriers and social norms that hinder growth and progression. We are pleased to see such an even ratio of mentors and mentees across genders. In many mentoring programmes, males represent the majority of mentors with women primarily in the mentee role. Additionally, we can see that while it was an option for all members to identify anywhere on the gender spectrum, participants currently represent only male and female.

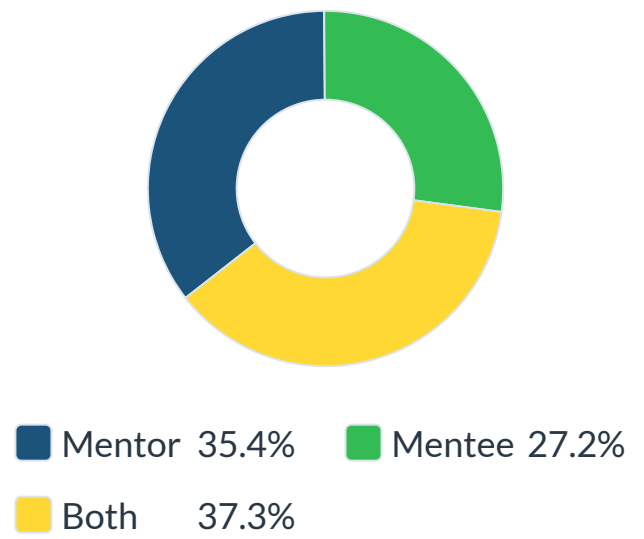
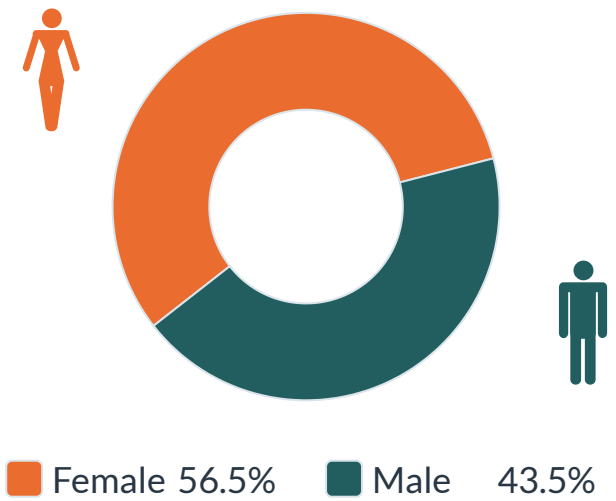
PARTICIPANTS ROLE BY GENDER



“Feeling much more connected to the industry, though the webinars, group chats and mentoring connections.”
- Mentee

PARTICIPANTS MENTORSHIP ROLES

PARTICIPANTS GENDER



93%

HAVE EXPERIENCED
GROWTH

TOP AREAS OF GROWTH

1 COMMUNICATION & NEGOTIATION

2 CONFIDENCE

3 CAREER DEVELOPMENT

LEGASEA MENTORSHIP

04

AREAS OF GROWTH

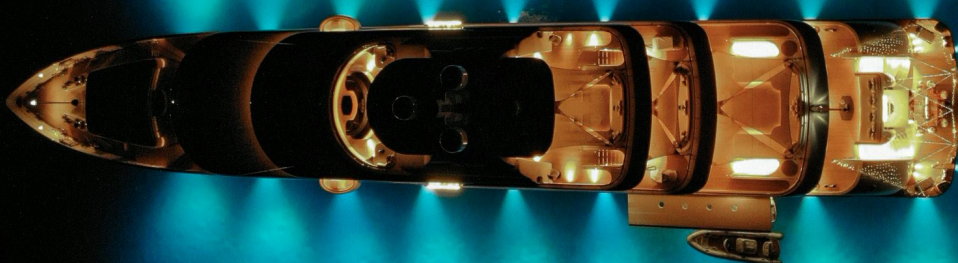
With the vast majority of mentees sharing that their top reasons for joining the mentoring programme were to increase confidence, develop their careers and advance their leadership skills, we are pleased to see these elements are reflected in their 6-month progress feedback. We were also happy to see the sentiments from the pilot programme were also being experienced this year in terms of significant areas of impact. Simply having an experienced, invested individual in your corner appears to be a game changer for many.

Most significant areas of impact from being part of the Legasea Mentorship programme:

- The feeling of having a support system
- Receiving unbiased feedback
- Expanding personal and professional network

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Seeing and hearing her excitement, even when we first get on a call! Knowing I have already made a difference in someone's career in a small amount of time is incredibly rewarding. - Mentor



LEGASEA MENTORSHIP

CASE STUDIES

With so many returning and new faces in the 2022 cohort, we have been fascinated to see the journeys so far. With the additional factor of being a 12 month programme instead of the 6 month pilot, we are excited to see the progress made by the end of the year.

Recognising that the benefits achieved in a mentoring relationship are directly related to how much each party 'puts into' the connection, the following are a small snapshot of Legasea Mentorship members getting the absolute most out of their experience.

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A skill I have been working on has been being more confident, standing up for myself and asking for what I need in my career with my superiors. I have succeeded in improving all of this and this has helped me a lot with my job - Mentee

LEGASEA MENTOR



CHRIS DURHAM

CAPTAIN M/Y SAVANNAH

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Going into the program, what did you hope to get out of it?

My main focus going into the program was to give support and encouragement to the next generation of leaders within the industry.

What do you think is the key to a great mentoring relationship?

The key ingredients to a great mentoring relationship is to listen, build trust and help provide tools to enable the mentee to work through challenges of their current environment.

What has been the most significant impact of your connection so far?

I have been lucky enough to have quite a few.

- Helping a mentee to obtain their OOW COC with several oral prep sessions.
- Discussing with a mentee a difficult and problematic classmate and then helping them to plan the conversation to express the impact of this behaviour on the behalf of the team. The difficult conversation went well and mentee was happy with the outcome.
- Listening and supporting the mentee through a difficult period onboard, providing them with the tools to help manage the situation.



FREDDIE TARGETT-PARKER

OOW UNLIMITED CADET

Going into the program, what did you hope to get out of it?

Joining the program for the second year, I was hoping to continue to make the great connections with people I would not otherwise be able to connect with. I also really enjoyed the workshops and was looking forward to attending these this year too. Having a range in the workshops is fantastic as I believe it makes a more rounded individual and provokes self development, ranging from interview tips, mental health, personal resilience and the ship to shore transition.

What do you think is the key to a great mentoring relationship?

I think the keys to a great mentoring relationship are finding a right connection with someone who you trust, have things in common with and keeping the relationship alive with frequent connections and updates.

What has been the most significant impact of your connection so far?

My most significant impact so far has been, creating a bank of resources and knowledge to take with me when I qualify as OOW in 2023. The confidence this has created for my role is amazing and I know my connections will be there to support me throughout. Furthermore, the SOTS WhatsApp groups create such a sense of community, from sharing deck maintenance tips, sharing experiences and knowledge and creating meet ups with other women.

SKILL DEVELOPMENT AREAS FOR MENTEES & MENTORS

Whats one area or skill you have worked on during the mentoring programme?

- ★ A skill I have been working on has been being more confident, standing up for myself and asking for what I need in my career with my superiors. I have succeeded in improving all of this and this has helped me a lot with my job.
- ★ Biggest focus is simply becoming aware that I have the skills and experience to become successful in yachting. Secondly the support I've received in reviewing my CV and tuning it up has been exceptional
- ★ I helped my mentee perform a SWOT analysis of her skills and her business, during our first official Zoom. It was invaluable to her, but also to me, so that I could better understand her goals, her achievements, and her mindset.
- ★ With one connection, communication in difficult situations, for example, talking with a colleague about their inappropriate behaviour.



DIANE BYRNE

OWNER & EDITOR OF MEGAYACHT NEWS



Going into the program, what did you hope to get out of it?

I looked forward to providing advice that would help a younger professional continue to excel in this industry, and also anticipated I'd learn just as much from him/her! Mentoring is absolutely a two-way street. I have mentored three people previously in my career, and I have always gotten as much out of it as they have.

What do you think is the key to a great mentoring relationship?

The key is to be open-minded. There's an old saying about how you should never assume, and it holds true: Every person is different, so every person's challenges, triumphs, etc. are different, even when you feel a common bond. Being open-minded means listening more than speaking, and suggesting rather than commanding. At the end of the day, a mentor is there to provide advice, not to take over the mentee's world.

What has been the most significant impact of your connection so far?

The smile on Gemma's face at the beginning of our second call, and the enthusiasm in her voice, left such an impression on me! It felt so gratifying to know that not only did she get so much out of the first call, but that she felt confident about more growth. In a way, that put a great deal of pressure on me, which is a good "problem" to have! Having to step up my game every time we speak is terrific.



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SOGAN WAHANUI

DECK DEPARTMENT

08

Going into the program, what did you hope to get out of it?

I honestly joined the program to be more connected to like-minded women in the industry. I have had some great captains, chief officers, and bosuns but I have never worked with another female on deck. I really wanted to meet someone who could understand me, support me and give me advice on my career and life in general.

What do you think is the key to a great mentoring relationship?

For me, I think having the “non-bias” element has been super important for me. In the past I have had some great mentors that have been both my captain or chief officer. An element that I’ve come to realise was re-accruing was that all these people were steering me in the path they personally followed. I truly believe they all had the best intentions at heart; but what I really craved was advice that took into account my personal well-being, situation and experience. The major difference between the relationships above and the one I have have with my mentor now is that my mentor has a view of me shaped by this leadership program and with the goal to help me succeed purely driven by what I’m passionate about. She also has the experience within the industry and the understanding to give me informed choices and help me make my own way. Leading on from that having similar sense of humour and values have made our relationship seamless and easy!

What has been the most significant impact of your connection so far?

For me the most significant impact has been having access to continuing support and knowledge. I started my mentor program when I was between jobs and now I’m smack bang in the middle of season. My situation is continually changing but knowing that I always have my mentor to check in with and keep me moving forward. Having a person who has context to my situation but I don’t work with, I feel, has been hugely beneficial. I feel grateful for the program and couldn’t recommend it more!

LEGASEA MENTORSHIP

SUMMARY

Overall, we feel the first 6 months have exceeded our expectations in terms of progress, engagement and feedback. We are particularly pleased with the diversity of members and exceptional gender ratios regarding role distribution.

We used the 6-month pulse check as an opportunity to see what our members find challenging, and what they want more of. Recognising that it is now season, we are adapting the content, workshops and resources to support individuals with limited time available to invest. This looks like providing access to pre-recorded sessions instead of requiring attendance to live sessions, easily accessible, relevant and digestible content and a reshaping of the 'community' features based on feedback to focus on leadership, resilience and self-leadership.

As sponsors, we aim to exceed your expectations when it comes to your investment in the industry's first and only Mentorship programme. If you have additional ideas on how we can increase the value added to both yourselves and our members, we would be delighted to hear more.

What has been the biggest challenge of the mentoring programme so far?

Finding time to engage, life is busy!

What would you like more of from the mentorship programme?

More workshops and networking events.