



## HPTI-Newsletter: October 2003

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### After a short break...

After a short break in September we will going on publishing our monthly newsletter.

We apologise the delay and request for permissiveness from our readers.

### HPTI conducts further Executive Management Workshops in Chinese Ports

The restructuring process in the Chinese port industry is well on its way and the Chinese ports are now busy adapting to the new structures. HPTI has been assisting in this process for more than two years now by conducting executive management workshops under a project concluded between the Chinese Ministry of Communications and the German technical cooperation organisation InWEnt Capacity Building International gGmbH, the former CDG Carl Duisberg Gesellschaft. In October and November, two senior management trainers went to the ports of Zhoushan and Shantou and conducted one-week workshops, centring on the questions of decentralisation and commercialisation of port systems as well as introducing modern concepts of port operations and port management. Each workshop was attended by more than 40 senior and middle-level executives of the participating ports. In presentations, case studies and intensive discussions, that became highly controversial at times, modern port administration concepts and customer-responsive port management received deep consideration. The participants voiced their sincere appreciation about the new insights and experiences they gained through the workshops and proposed to continue the programme in the future.



### Practical Seminar in Financial Management in the Port Sector for Chinese Experts successful concluded

After the very successful execution of a specialised finance seminar, conducted in

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autumn 2002 for the Chinese Ministry of Communications, the Accounting Society of Communications contracted HPTI to conduct several two-week seminars in Hamburg in Accounting, Financial Management and Financial Controlling for financial management experts from the major Chinese ports, the shipping industry, maritime administrations and the Ministry of Communications. The first group staid in Hamburg in October and received instructions in procedures for restructuring their economic branches. The change from a very centralised to a marketable structure will take the leading role in the workshops.

During the workshops a lot of financial and economic experts from the industries as well as from universities will give the participants practice oriented examples as well as tools concerning financing and controlling of comprehensive structural measures and projects. Especially the possibilities of sharing projects between public and private organisations and companies are focused during the lectures.

While the first group have had their main background in the port sector, the next groups will have their background from the road construction industry.

The next seminar will start on 9 November 2003, the remaining seminars will be conducted early in 2004.



### **HPTI runs Workshops and Study Tours for Navigational Safety Experts**

The European Union has been supporting the maritime sector of the Caspian Sea for several years now within the framework of its TRACECA Programme. The latest project involves the upgrading of the port traffic control centres of the ports of Aktau in Kazakhstan, Baku in Azerbaijan and Turkmenbashi in Turkmenistan by supplying them with modern radar and radio communication equipment as well as with additional aids to navigation. HPTI was entrusted with the training of the local experts in the use of the new equipment, in the positioning, maintaining and managing the aids to navigation and in the improvement of the navigational aids management system. A radio communications expert and trainer and a radar and navigational safety expert and trainer conducted a multitude of training courses on location in the three ports. In October, a group of 12 senior navigational safety managers came to Hamburg for a two weeks executive workshop and study tour. They received professional presentations by German experts and visited organisations and installations related to navigational safety. Thanks to the lecturers and the participating institutions, BSH Federal German Agency for Shipping and Hydrography, the SAR Control Centre of the DGzRS, the Aids to Navigation Maintenance Facility of the German Waterways Directorate, the Central Command for Maritime Emergencies - Germany as well as VTS Centres in the ports of Hamburg, Antwerp and Rotterdam, the participants were all of the opinion that the seminar contributed tremendously to their professional advancement and, thus, to the improvement of navigational safety in the Caspian ports and in Caspian shipping.



### **India: New Port Management - HPTI conducted Training on Location**

Against the background of privatisation and commercialisation efforts in the transport sector of India, 2 groups of 20 participants each from 3 ports were trained during two 8-days seminars on port administration and management. The training was aimed at senior managers and executives from JNPT (Mumbai), the Chennai Port Trust and the Port of Tuticorin. It was carried out in Delhi as this was considered a central location which could be - relatively - easy reached from the ports. (Travel time from Tuticorin to Delhi by passenger train: 2 ½ days!). Training venue was Assocham House in New Delhi. In presentations, case studies and management games the participants were introduced to and received practical instruction, inter alia, in the fields of port management, operations, financial management, cost accounting and strategic planning. Only to state the resume of one participant: "The seminar was very practice-oriented."



## Instruments of Environmental Management - A Training Course for Participants from Egypt and Neighbouring Countries

Since beginning of October 2003, a group of 15 scholarship holders from Egypt, Jordan, Lebanon and the Republic of Yemen are participating in a three-months training seminar on Environmental Management. This is already the sixth course in a series conducted at HPTI since the start of the InWent-programme "Instruments of Environmental Management" in 1999 (CDG at that time). The first four courses have been elaborated for participants coming from all over the world, from Asia, South and Central America, the Caribbean, North and Sub-Saharan Africa. The last two courses are tailor-made for the Arabic region. In total, participants of more than 30 nationalities have attended these seminars so far.

The objective of this advanced professional training programme is to acquaint the participants with different instruments of environmentally-responsible management, to enable them to apply these instruments in practice and to introduce them to techniques and procedures for environmentally-responsible production as well as to develop their proficiency, techniques and competencies as environmental advisors.

Also, they shall gain experience in German firms; experience that will help them back home towards achieving an increase of material and energy efficiency, towards a reduction of negative environmental impacts, towards reducing costs and towards strengthening their firms' market positions.

After the training the participants will be conversant with and know, how to use

- the ISO 14000 norm series,
- EMAS - Eco-Management and Audit Scheme of the European Union,
- Environmental Controlling Procedures,
- Methods of Eco-Balancing,
- other central Instruments of Environmental Management.

Additionally, they will be able to

- judge the economical and ecological advantages of environmental management systems
- identify environmental problems in Egyptian companies and propose solutions for improvement
- execute their function as multipliers more efficiently through practice in moderation and presentation techniques as well as experience in mediation and negotiation
- acknowledge their special social and ecological responsibility as professionals and experts.

During the training seminar the participants will share the experience with experts from many different kinds of industries, as for example chemical industry with its typical environmental problems, but they will also see how other industries and public utilities are integrating environmental management systems within their services.

At the end of the seminar, there will be a special "Internal Auditor"-training which will be tested and certified by the internationally recognised certification company SGS.



### Port Security: Certified Maritime Security Auditor

The inauguration of the new IMO security rules also forces the port facilities to

implement risk assessments, draw up security plans and appoint security officers. The training and education of security staff as well as the Port Facility Security Officer's will be conducted by HPTI. For verifying the competencies of HPTI not only by cv's (curriculum vitae) and long time experiences HPTI decide to get an appropriate certificate as a Maritime Security Auditor for one of its employees. Karsten Müller who is also responsible for developing and conducting the PFSO-courses, is now certified as a MarSec-Auditor. The appropriate training was conducted by IMS (International Maritime Security), a military based British company which is together with the Germanischer Lloyd and Hamburg Port Consulting member of the international Maritime Security Joint Venture IPS (International Port Security). IPS is working as an RSO (Recognised Security Organisation) for several countries all over the world.

Just like HPTI also HPC decided to certify some employees as MarSec-Auditors. This also means, that the Port of Hamburg gained a lot of security competencies (official certified) by the HHLA daughter companies HPC and HPTI. A big advantage which should not only be of interest for the international business of HPC and HPTI.



### **MindManager-Academy: HPTI is Certified Academy for Management Software**

The MindJet GmbH, a German settlement of MindJet Inc. is distributing the management software MindManager in Germany. The working principles of MindManager are based on MindMapping - a creative approach for managing projects and solving problems. MindManager is used in enterprises for planning projects, collecting ideas for concepts as well as the global communication of them. Through direct integration with Microsoft® Office and Microsoft Project® MindManager increases the productivity and effectiveness of work.

HPTI is using this software since a long term period within their management training and introduce participants and trainees in the methods of working in projects by using MindManager. From our long term experience we know that our trainees like to use MindManager very much, especially due to its concept of creative thinking. This experience has been the reason for the decision to educate some of our employees to become a certified trainer. Due to the count of three certified trainers HPTI becomes also a Certified Academy of MindManager software. Furthermore HPTI is also allowed (licensed) to sell the MindManager software to its trainees as well as on the open market. This raises the possibilities to enlarge the business portfolio of HPTI.

As a daughter of HHLA (Hamburg Store and Warehouse Company) HPTI is predestinated for doing training and education for employees concerning such a software and the related concepts.



### **Apprentices of the HHLA get multicultural experiences dealing with international guests and groups at HPTI**

The house is full of groups and many international guests are running along the floor. There is a lot to do: lectures and seminars, transfers, study tours and so on. Carrying of all of our guests, simply leads to problems due to tight resources.

In close connection to the HHLA technical college, directed by Mr. Holger Jensen, HPTI provides possibilities to young people to get intercultural experiences and smell international business flair.

The young apprentices supporting HPTI e.g. as drivers for transporting our guests as well as on our international study tours. During this kind of job there are often unforeseen incidents which need a lot of skills in judging situations, being flexible and creative and to be able to improvise. Also the communication will be a big challenge especially if there is a Chinese group.

Additionally you have to be a travel leader for the bus passengers too and the intercultural exchange on the evening must not miss. These are a lot of demands,

especially for young people. This requires not only well general education, flexibility and communicative behaviour, but also the performance on the technical college must be very good. Doing such jobs and supporting HPTI, for example on a study tour, require the release from the technical college for several days. But there is no lack of such young people at the HHLA technical college.

The experiences from HPTI as well as from our guests with the apprentices are throughout very positive.

The occasion to support HPTI in that way and for getting first experiences in international business, will appreciate as very valuable by the apprentices as well as from the management of the HHLA technical college.

This displays the big advantage which the HHLA can provide on the basis of its structure within the holding. This allows the apprentices of the HHLA to get a far reaching and varietal education, inclusive international experiences, for the job and for their future.



#### **Personnel: Annekathrin Ufer reinforces HPTI-team**

Provided that you recently had a phone call with HPTI, you certainly will have noticed that you were greeted by a new sympathetically voice. This friendly voice belongs to Annekathrin Ufer, our new secretary and responsible person for our office organisation and assistance. Since September Annekathrin Ufer is supporting us at HPTI and since then she is the good soul in our office.

She disposes of an excellent knowledge owing to her degree as government-approved European Secretary. Due to diverse activities in her profession for example at the Otto-Versand Hamburg, she received an extensive professional experience, which helped her to get used to our special work area. Therefore, when you hear the words: "HPTI - Annekathrin Ufer" you will be in good hands.

The staff profile on our web site will be updated shortly, so that you will obtain all current information as usual.

We kindly ask you to send us your opinions, ideas and proposals as usual per e-mail to [karsten.mueller@hpti.de](mailto:karsten.mueller@hpti.de)

A lot of thanks to our readers! :-)

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All the best to you  
THE HPTI-TEAM 😊



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