

The International Conference for Training and Organizational Development **TOD'26**



Dr. Somiyeh Djavanroodi, Head of the Academy,
Nautical Institute, UK.

With a strong academic foundation in education, training, and research, Somiyeh's work is grounded in scholarly inquiry into leadership development, human factors, and competency-based learning within the maritime sector.

Her academic trajectory reflects a sustained focus on the intersection of pedagogy, organizational behavior, and workforce development, particularly in high-risk operational environments such as shipping.

Drawing on this academic expertise, she engages in the development and evaluation of educational frameworks that support leadership capability, professional competence, and mental wellbeing among seafarers. Her work is informed by contemporary research in adult learning, human-centred design, and organizational psychology, enabling the application of theoretically robust and evidence-based approaches to maritime training and professional development.

Somiyeh's academic contributions emphasize the role of leadership and management practices as critical variables influencing operational performance, safety outcomes, and organizational culture. She adopts a research-informed perspective to examine how learning environments—both onboard and ashore—shape behavioral norms, decision-making processes, and collective performance within maritime organizations. Her scholarship also highlights the importance of structured, high-quality workplace education as a key driver of sustainable professional practice. Through her academic and applied work, she advocates for the integration of lifelong learning principles into maritime education systems, positioning continuous professional development as central to improving global standards of safety, professionalism, and operational excellence at sea.



Driving Skill Shift: Competency and Innovation

for Sustainable Organizational Development

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