



The Navguide News

Your monthly update to the most innovative concepts that organically uplift the performance standards in merchant vessels and lead to a safer maritime industry.



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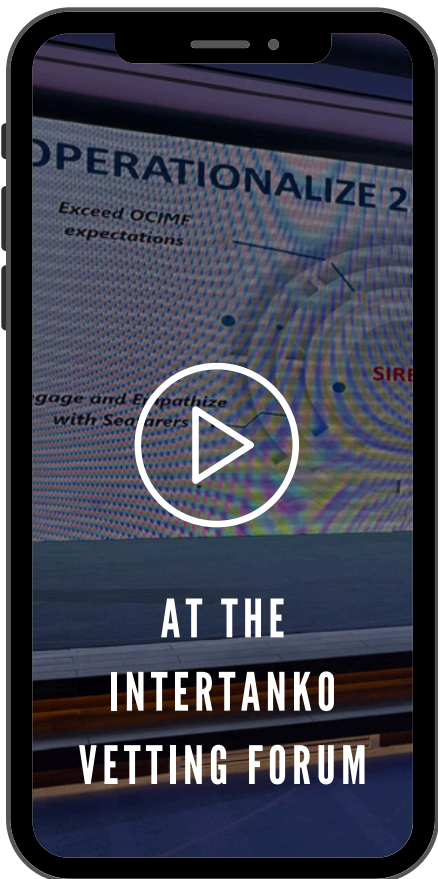
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INNOVATION IN COMPETENCY MANAGEMENT



Let's talk about application skills, the *on-the-job* skills that impact vessel performance. That's business! We solved the problem in 3 steps: First, we visualized information. We created hundreds of short, detailed videos showing shipboard tasks. Second, we offered Guide2Inspections - an app for ship staff to self inspect their areas and report back to the operators on the present condition. Finally we merged the two!

[READ MORE](#)



WHAT'S NEW WITH NAVGUIDE?

Being offered to [present at the Intertanko Vetting Forum](#) in Dubai gave a new meaning to our efforts. At [Queen Elizabeth 2](#), we demonstrated before industry stalwarts how operationalizing and visualizing checklists for SIRE 2.0 could help make the new requirements more actionable for crews and operators. We were also [declared as one of the finalists](#) of the [Captain's Table](#) in Hong Kong and invited to present at the pitch competition in November.

60-SECOND INSIGHTS

Every blue tick on your WhatsApp and every like on Instagram makes you feel important, validated and appreciated. They shout "You matter!" Does that have something to do with mental health? Sam, the Gen-Z second officer, just got a long rebuke from the Master for making crucial mistakes in the passage plan. The best part of his day? His Christmas album is trending on Instagram! *Let's dive in.*

TELL US ON LINKEDIN

SIRE 2.0 has brought in the concept of **Positive observations** for the first time. What are the implications of this? It won't affect the industry | It would vastly boost morale | It will have a negative impact | It needs to be understood |



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Your Monthly Email Newsletter

MEASURABLE MENTORSHIP

by Capt. Debashis Basu

In the [October Poll](#), we posed a very interesting question - a question that I am sure anyone associated with maritime training has asked themselves at some point. What is the real test of effective training? 80% agreed that it is a tangible behavioural change.

Yet, when we say - "*X number of seafarers have been trained*", what we usually mean is that they completed the training course, passed the test and received a certificate in the end.

Well, there are better ways! We used two techniques in our evaluations, one which is moderately effective in assessing behavioural change and the other which is far more on-point.

[The Kirkpatrick method](#) [Google it!] is a system where the feedback is taken in four parts - including getting feedback from the seniors about the ability of the candidate to perform better in the workplace after the training. A more effective method, however, is the one we use in [the Guide2Inspections App](#) - where the feedback loop is not a training record at all - it comes back in the form of how a vessel is maintained, captured through photos and evidence and if training is not effective the objective results show up leaving no room for doubt.

It's measurable. That's a game-changer.

WATCH VIDEO

