



Navguide Solutions
Reimagining Maritime Competence

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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TRANSITION TO A PROCESS-DRIVEN INDUSTRY



The maritime industry has primarily been a people-dependent industry. A process-driven approach where the human resources can be backed up by clear, video-based SOPs, 24/7 mentorship apps, and action-driven training would ensure standardization, enhance crew competence and create an industry that is future proof against major technological changes coming its way.

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WHAT'S NEW WITH NAVGUIDE?

In January, we introduced an all-new '*Documentation series*', a series of microlearning videos that explains how to best maintain shipboard documentation for various ranks. We started preparing to present at the IMO HTW 11 session on behalf of the the ITF, following the paper submitted by them on our work, called *The Organic Upskilling of Seafarers* [[Click to read](#)]. [Capt. Debashis Basu](#) delivered a guest lecture and keynote on SIRE 2.0 at FOSMA Delhi upon invitation by [Capt. G.P. Kohli](#), the principal. The event was highly interactive and later [highlighted here on LinkedIn](#).

60-SECOND INSIGHTS

"Oh, I see what you guys are doing!" said Capt. Carl, a few minutes into our first meeting. *"You are addressing the mentorship gap!"*

We listened as he went on, *"Cadets and junior officers struggle to transition into leadership roles because structured mentorship is missing. Basically, how we learn our jobs at sea has always been unstructured, and that is what you are aiming to improve. You are trying to turn a people-based system to a process-based system so that proficiency is non-negotiable."*

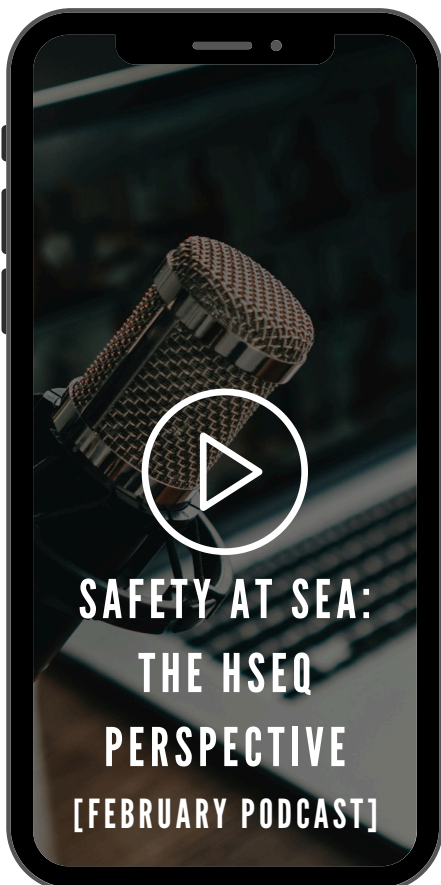
We looked at each other. There was nothing to add.

TELL US ON LINKEDIN

How should seafarers avoid bullying and harassment at sea?
Improve skills. No one messes with someone confident in their job | Complain to the HR | Complain to authorities | Fight back; show resistance |



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The Navguide News

Your Monthly Email Newsletter

MAINTAINING DOCUMENTATION AT SEA

by Capt. Debashis Basu

**Do what you say, Say what you do,
and record it.**

- the ISM Code fundamentals that run in our DNA as sailors and lead to documentation at sea. Each vessel has several moving parts. Now, without documentary evidence, there's no way to verify if it has been maintained properly—or if the vessel is even fit to trade.

Take Ship Certification, for instance. At a senior level, it is not enough to just maintain the certificates; it is important to understand the reason behind having them. In short, it is not enough to know the 'how' of the job, it is also important to understand the 'why' behind it. And this is precisely where we've uncovered a significant knowledge gap.

With the growing adoption of our app [Guide2Inspections™](#), we are diving deep into the knowledge and experience levels of the mariners at the root level. This is what gave rise to our Documentation series - a collection of microlearning videos designed to bridge these gaps and provide a clear, structured approach to maintaining shipboard records across different ranks. E-learning has come a long way, and we've transformed even a dry topic like this into an engaging, interactive experience between the mentor and the mentee.

Here's a glimpse.

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