



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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AN EVENT IN HONG KONG



The approach of Rightship and SIRE 2.0 inspections are evolving—they would dive deep into safety culture, crew competence, and practical skills. We have developed smart technology that can impact the commercial viability of the vessel – keep her prepared for SIRE 2.0, Rightship or Port State Inspections. We are presenting live in Hong Kong in association with the Hong Kong Shipowners' Association on April 2nd, 2025. Join us if you are in town.

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NAVGUIDE AT THE IMO!

We presented for the second time at the IMO plenary hall in London on 10th February during the HTW 11 session, upon invitation by the ITF, following [this INF 11 paper](#) on the Organic Upskilling of Seafarers. Rare as it is, [Guide2Inspections™](#), our app, was specifically mentioned on this IMO paper with its benefits outlined to boost the crew working standards. The Company of Master Mariners, India, during [the annual dinner](#) on 15th Feb, awarded [Capt. Basu](#) with the **Founders' Innovation Award**. Capt. Robert Vaz, our COO, collected the same on his behalf. February was a busy month with our active presence in Dubai, Mumbai, Delhi and London and multiple discussions spinning off from each visit.

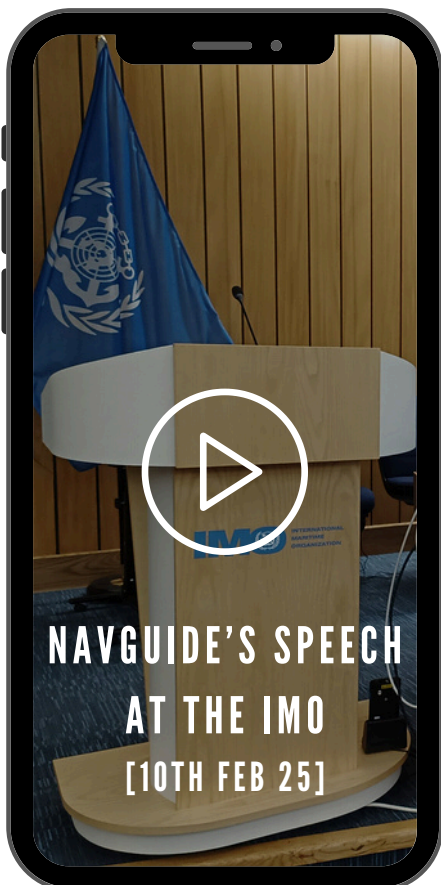
60-SECOND INSIGHTS

Third Engineer Nancy called us. Her seniors were not supportive. She had installed [our app](#). Before her evening rounds in the Engine room, she used to watch the short videos – one every day. Her eyes eventually got trained to pick up non-compliances as she went by. As her skills sharpened, confidence grew. She felt respected valued. Her opinions were being taken seriously. Mastery in her job had changed her environment.

The hard truth: **Respect follows competence.**

TELL US ON LINKEDIN

Are text-based Standard Operating Procedures understood by all?
Yes, they are clear | That's the only option we have |
I am not sure | Often misunderstood



The Navguide News

Your Monthly Email Newsletter

BULLYING, HARASSMENT AND MORALE

by Capt. Debashis Basu

What would it take to reduce bullying and harassment at sea?

More importantly, how are we, as [Navguide](#) even qualified to comment on such a topic? While many organizations are working actively to address this important issue, we come at it from the limited experience we have gathered, working with the ship's crew at the frontline, upskilling them to a point where vessels perform better. When you know your job inside out, knowledge replaces fear, and authority bows to skill.

Mastering your job does more than just boost your confidence; it can transform your entire work experience. When you deeply understand your role, you naturally exude competence, which garners respect, regardless of age, rank, gender, or background. This respect often acts as a shield against workplace harassment. To put it simply, as anyone who has sailed would agree, no one messes with an efficient professional at sea!

While there are other factors, those who display high emotional intelligence and job proficiency are less likely to be targeted by bullies. If we empower our seafarers with clearer, visualized SOPs instead of more checklists and written text, it could impact areas that we may not have even imagined. In a [recent LinkedIn poll](#) we conducted, 83% felt that competence leads to increased respect and a positive work environment.

Knowledge is power—always.



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