



NI Ph Event 2022 PROCEEDINGS

NI 50th Golden Anniversary Theme:

“Maritime Leadership in a Changing World “

November 18, 2022, AMOSUP Convention Hall

By:

Dr. Angelica M Baylon, AFNI, MIMarEST

NI Ph Secretary & NI Philippine Development Contact Person

Executive Summary

NI Ph event 2022 celebrated the **NI 50th Anniversary** with the theme *“Maritime Leadership in a Changing World”* at the AMOSUP Convention Hall on November 18, 2022, in partnership with **IMarEST** Ph Branch, **RIMM** Singapore, **PAEPI Global**, **TESDA**, and **MARINA**. The event was participated in by 80 NI officers, members, and friends from different sectors of the Philippine maritime industry. It was also graced by the **NI President**, Captain Andre LeGoubin, USA; **NI CEO**, Captain John Lloyd, UK; **PAEPI Global Chair** Dr. Cristina Dragomir, Romania, Royal Institute of Maritime Management (**RIMM**) PRO Dr. Jitesh Jaipuriyar, Singapore (for RI Singapore Chancellor Dr. Samuel Salvador); **TESDA** Director Florencio Sunico Jr; **MARINA** Administrator Atty Hernani Fabia, **MARINA** Deputy Director Atty Jabeth Dacanay, as guests of honor and speakers.

It was a successful and momentous occasion for NI Philippines. NI Ph Branch under the Leadership of NI President Vadm Eduardo Ma R Santos, AFP (Ret), in celebration of NI 50th Golden Anniversary, resulted to many accomplishments abbreviated to mnemonic **P-A-E-P-I-R-I-S-E**:

1. Presentations about Leadership by Volunteer NI young members as speakers
2. Agreements thru MOU Signing Between NI UK & MARINA Philippines
3. Establishments of NI Ph Branch Nine Committees with Chairs to empower NI members
4. Publications of the event in the social media and in the Philippine maritime news and social media (Manila Times, Seaways, Yan and Marino et.al.)
5. Inaugurations of NCAP wallet (Blockchain Technology)
6. Re-elections of NI Officers
7. Inductions of officers and members
8. Satisfactions from the participants with good comments (Ref: NI event Evaluation Report) with overall 4.62mean with SD of 0.61.
9. Expansions of NI Philippines membership from 166 members to 489 members from Sept 2022 to November 18, 2022, a 295% increase (Ref: List of new members on NI website)



The event started at 9:00 am with registration, refreshments, and fellowship among the members/participants. The following activities transpired during this momentous event:



- **Invocation by Dr. Glenn Mark Blazquez, AFNI, AMIMarEST NI/IMarEST Ph Treasurer, Royal Institute of Maritime Management (RIMM) Singapore Treasurer and PAEPI Global Chair for Training Committee**



- **Introduction of Guests /Participants and General Overview and Objectives by Dr. Angelica M Baylon, AFNI, MIMarEST NI/IMarEST Ph Secretary, Royal Institute of Maritime Management (RIMM) Singapore Secretary and PAEPI Global Chair/President Emeritus**

1. Dr. Baylon acknowledged the presence of the esteemed guest from **NI's** main branch in the UK, **IMaREST, RIMM** Singapore/Navozyme, **PAEPI Global**, Romania; **MARINA, TESDA**, and other organizations and the dedicated participants from various maritime institutions and most especially to the **NI and IMarEST Ph Branch President Vadm Eduardo Ma R Santos, AFP (Ret)**, IMO Goodwill Maritime Ambassador and the overall Chair of the NI Ph Branch 50th Golden Anniversary Celebration.

2. Dr. Baylon specially acknowledge the valuable presence of women led by **Mrs Ales Lloyd** and **Mrs Debby LeGoubin**. She said that after the two years of the pandemic 2020-2021 with mostly webinars, the event was finalized only in September 2022 to celebrate the NI 50th Anniversary this November 18, 2022, in the presence of **NI CEO Capt. John, UK**, and **NI President Andre LeGoubin, USA**.

3. Dr. Baylon also acknowledged the presence of IMO Goodwill Maritime Ambassador **FNI George Hoyt** who will be sharing the Adopt a Ship Program.

4. Regarding the **volunteer NI speakers**, Dr. Baylon shared that from the initial **166 active members** using Phil nautical Gmail, a Google form survey was sent to its members requesting for voluntary works in NI Ph Branch either as committee chairs or speakers. Five volunteered to share their thoughts based on the NI theme: "*Maritime Leadership in the Changing world*," which she requested to stand up and be recognized.



- **Capt. Emerson Reyes**, MNU on Developing Leadership Presence
- **3/O Yhren Bernard Balinis**, AMNI, IMO Goodwill Maritime Ambassador representing Seafarers and the youth on Quality Leadership and Excellence Change Management
- **C/M Christian Paul Roa**, MNI on Leadership Strategies to Influence Change
- **Dr. Glenn Mark Blasquez** on The Various NI and IMarEST Committees tasks and Roles to empower maritime Leadership
- **Dr. Angelica Baylon** on Be an NI or an IMAREST member to enhance maritime Leadership in this maritime changing world and some tips to improve maritime Leadership as an NI and IMarEST member

5. Dr. Baylon thanked the young **volunteer NI speakers** for having enriched the program of activities. Everyone looks forward to listening to and appreciating their thoughts on Leadership and how it will impact the changing world.

6. Dr. Baylon shared that most of the **NI professional members are active seafarers** and have sent their regrets as they are onboard. Nevertheless, the **event is recorded** and will be shared with them in due time.

7. Dr. Baylon then reported that from the initial **166 members** in Sept 2022, we have grown to **360 members** as of November 18, 2022, an increase of **117 percent**, a positive indicator that the NI Ph branch is actively contributing to **NI membership expansion**.

8. Dr. Baylon also reported and expressed gratitude because of the recently **launched free student memberships to NI** in Sept 2022, thus providing an excellent opportunity for all young students to be members and be mentored by NI experts.

9. Regarding Sponsors and Partners, Dr. Baylon acknowledged the Various Maritime Associations, especially:

- **AMOSUP** thru Its Exec VP VAdm Santos
- **MAAP** thru its President VAdm Santos
- **Maritime League**, thru its President VAdm Santos
- **NI Ph Branch** thru its President VAdm Santos
- **IMAREST Ph Branch** thru its President VAdm Santos
- **RI Institute of Maritime Management, Singapore and the Philippines**, thru its President VAdm Santos
- **AMFUF**, thru its 2023 President VAdm Santos
- **GlobalMET**, thru its Vice Chair VAdm Santos
- **AMEA**, thru its Adviser VAdm Santos
- **PAEPI Global**, thru its Adviser VAdm Santos
- **Yan and Marino Media** thru its host **Vadm Santos**



10. Dr. Baylon also thanked other partners and sponsors like maritime association partners. **RI Singapore, thru its RIMM PRO Dr. Jitesh Jaipuriyar** representing Chancellor Dr. Samuel Salvador; PAEPI Global, represented by its **Chair Dr. Cristina Dragomir** from Constanta Maritime University. Romania, TESDA, represented **by Director Florencio Sunico Jr.**, and MARINA, represented by its Administrator **Atty Hernani Fabia**, IMEC, thru its Training Head **Capt. Dan Tolentino**, PAMTCI thru its President **Capt. Sabino Manglicmot**, Philippine Merchant Marine Academy, thru its President or Superintendent Commodore **Joel Abutal**, and MARINERS Thru its President **Ms. Merle San Pedro**. Dr. Baylon also thanked the private sponsors, namely Navozyme through its CEO **Dr. Capt. Jitesh Jaipuriyar**; FastCraft or CAPP Industries Inc through its **Executive VP Mary Ann I. Pastrana**, SIMS thru its CEO **Dr. Glenn Mark Blasquez and the media supporters.**

11. Dr. Baylon acknowledged NI **UK** for the giveaways like NI bags, bullpens, sanitizers, nametags, magazines, banners, and several NI books that complemented the NI Ph branch prepared NI pins and NI keychains for souvenir giveaways.

11. Dr. Baylon provided the objectives of the event in celebration of the NI Golden Anniversary (using mnemonic **I-M-A-R-E-S-T-N-I**)

I - Inspire all concerned by the messages and presentations on Leadership

M - Motivate membership to NI and its partner organizations (IMarEST, RIMM, PAEPI Global, et al.) that would help its members enhance their maritime Leadership in the changing world

A - Appreciate NI and Its Strategic Development Plan 2021-2026 as we submit ourselves for leadership roles at NI in the next 50 years

R - Reinforce the Partnership Between NI and MARINA to be sealed thru MOU Signing

E - Empower NI members to leadership volunteerism in Various NI Committees

S - Share thoughts, best practices and plans by all concerned in the next 50 years

T- Transform to a better PH Branch thru active participation and support by all concerned

N - Network and Linkage in the maritime sector

I - Introduce, Inaugurate or Launch NCAP Wallet (MAAP partnership with Navozyme using Blockchain Technology)



12. Dr. Baylon thanked all for being part of the NI history, for taking time out from their busy lives and work to join and celebrate the 50th NI Anniversary, **the first of its kind**, organized by NI Ph Branch in collaboration our local and global partners.

13. Dr. Baylon emphasized that on the program of activities, it can be surmised that the **schedule within the day is extensive yet productive**. While the background organizations of the conference were prepared, it is still the inputs, ideas, and passion of everyone that will determine its success, relevance, and benefits to us maritime leaders in this changing world.

14. Dr. Baylon stressed that as the highlight of the NI events is about the importance of **high-quality Leadership** and **excellent change management** in the time of accelerated development, the NI Ph branch would like to explore how it can work together, share ideas, and best practices to enable better Leadership through professional development.

15. Dr. Baylon said that the presence of **80 participants** representing **56 maritime institutions** in the country is indeed gratifying and ach maritime company was called to be recognized . The companies she said provided a strong signal of their support and that of their institution to Nautical Institute and the high regard to the participants by the institution they represent. Most importantly, their presence also means they are very much committed and willing to participate in the exercises to accomplish the conference objectives actively.

16. Hosted by **the NI Ph branch, a gem of regional cooperation**, Dr. Baylon said that there could be no better forum for stimulating enjoyable and fruitful contributions to the discussion of issues/ concerns in Leadership.

17. Dr. Baylon said that the NI 50th celebration also marks an opportunity for everyone to be acquainted with one another involved, in line with the **Strategic Development Plan** of the Nautical Institute and also that of the Philippine Maritime Administration Authority.

18. Dr. Baylon said that if we are to uphold and improve standards and ensure continued improvement, nothing could be more important than **inspiring future professional leaders**.

19. Dr. Baylon manifested hope that upon return to respective organizations, everyone shall carry with them the **inspirations gained and the fellowship** that the activities had offered.

20. Dr. Baylon ended with a cheerful greeting to the **Nautical Institute Golden Anniversary!**



- **Opening and Welcome Remarks by VADM Eduardo Ma. R. Santos, AFP (Ret), AFNI, FImarEST**
NI/IMarEST Ph Branch President,
Royal Institute of Maritime Management (RIMM) Singapore President
PAEPI Global Adviser and
IMO Goodwill Ambassador

1. VADM Santos greeted the esteemed guests and participants. He expressed his happiness for hosting the event after an absence of almost three years to continue working, networking, and doing our complex tasks of Leadership in the maritime service. VADM Santos mentioned the **MOA signing between Nautical Institute and MARINA**. He expressed that this tie-up with international professional institutions such as NI and IMarEST will help MARINA and, ultimately, the seafarers desiring to work onboard foreign vessels.

2. Concerning the theme of Leadership in this changing world, VADM Santos expressed that it is not only changing but challenging. He said that we have double disruption, not just in the maritime sector, but in the world, by the two-letter *deltas*: **digitalization** and **decarbonization**. So, it is a **changing and challenging world**, as everyone knows it is volatile. The big initial that applies to everyone, aside from being volatile, uncertain, changing, and all the chaos which may come in the future, is vulnerability. He stated that we don't know what is coming, we don't know what to teach, and we don't know how to prepare. Still, we have to continue being aware, adjusting, and aligning to cope with the challenges brought about by these two changes.

3. He stressed that they, as leaders, to make good decisions in light of our vulnerabilities, must remain cool, calm, and collected to be able to think and decide and select the best possible options that would benefit themselves and their subordinates.

4. VADM Santos emphasized that everyone is lucky to be a member of the Nautical Institute, with **CEO Capt. John Lloyd** will be discussing the **NI Strategic Plans**. He added that we are fortunate that NI continues to help us in our continuing professional development. He said that their publication, studies, and accreditations assure the Members that they will weather through the issues they face on **digitalization** (including Artificial Intelligence, unmanned ships, etc.) and **decarbonization** brought about by COP 27. The International Maritime Organization is pushing to attain the standards/goals required for decarbonization.



5. Vadm Santos also mentioned the previous **NI/IMarEST Ph branch technical talk** done about five years ago. The organization invited an expert who discussed reducing additives emitting harmful chemicals in the atmosphere as these are causing more damaging greenhouse gas effects, such as more intensified and destructive typhoons, etc. IMO is pushing us to attain a 50% reduction in greenhouse gas by 2030 and net zero carbon by 2050. He stressed that the issue raised by the seafarers five years ago was, 'what will happen to our jobs? Now, seafarers are all the more anxious about their jobs with the current issues they are facing. Positively, he emphasized that the maritime industry has just transitioned to make every effort to **ensure that seafarers will not be left behind**. He said that this transition is a difficult task. Many seafarers are getting old and quite challenging to teach. However, all of these will depend on how they educate/train seafarers and cadets, the future seafarers, to ensure they can face digitalization and decarbonization challenges.

6. VADM Santos expressed that he is glad we have NI on our backs and the government with the MARINA. He added that **many challenges affect our Leadership**. We must understand what is happening, be aware, adjust, align, and move on, ensuring seafarers remain in their jobs. Finally, he said that he hopes all will learn and benefit from the meeting and have more meetings and more fellowships to coordinate with one another to help everyone make **smarter, safer, and saner decisions**.

7. Finally, VADM Santos formally declared the program officially open.



- **Introduction of the Speaker by Atty. Jabeth Sena Jepath A. Dacanay, MARINA Chief of Staff Administrator**

Atty. Dacanay introduced the speaker. She said that Atty. Fabia has been in the industry for 38 years as a Lawyer and Educator and is the 17th Administrator of the Maritime Industry Authority.



- **Special Message by Atty. Hernani N. Fabia, MARINA Administrator**



1. **MARINA Administrator Fabia** greeted the NI leadership and participants for the organization's anniversary. He thanked the NI leadership for inviting MARINA to be part of NI's celebration of its five decades of dedication and professionalism. Atty. Fabia stated that NI has steadfastly committed to promoting professionalism, best practices, and safety throughout the maritime industry and representing members' interests. He stressed that as a non-governmental organization, **NI's efforts are complimentary and parallel to what they have been doing in the government**, which is to promote the sustainability and continuous improvement of the maritime industry, along with the enhancement of the competitiveness and welfare of seafarers.

2. Atty. Fabia **assured NI that as they continue to provide professional focus at international standards**, the Maritime Industry Authority will continue its pledge to further strengthen the position of the Philippines as the major supplier in the maritime workforce globally and to remain the seafarer of choice. Similarly, they look forward to the support of maritime stakeholders like NI as they push forward policy and institutional initiatives, especially programs in the 10-year maritime industry development plan. He added that

With our cooperation, they aim to accelerate the achievement of a nationally integrated and globally competitive maritime industry through maritime education, innovation, technology, and sustainability.

3. He also expressed that they continue to celebrate the full range of their partnership throughout the years as they continue to sail forward while ensuring high-quality Leadership for the maritime industry amidst this changing world. He assured the **NI leaders and members of MARINA's support in their endeavors**. Finally, he again conveyed his warmest felicitation to NI for its 50th anniversary.

- **Inspirational Message by FDr. Prof. Dr. Samuel M. Salvador, HonFRI Royal Institution Singapore Chancellor** and received a plaque of appreciation from Vadm Santos



RI Chancellor Salvador was introduced and his message was read by Capt. Jitesh Jaipuriyar, Navozyme CEO and **PRO of Royal Institute of Maritime Management (RIMM), Singapore and Member of NI Ph Branch**

1. **FDr. Prof. Dr. Samuel M. Salvador** is a great personality, a scientist, and dedicated to promoting world peace.

2. Dr. Salvador expressed his greetings and congratulations to the Nautical Institute for celebrating its 50th anniversary. He affirmed **NI's role in quality training and development to improve seafarers' qualifications**. He added his hope that NI will continue to provide the maritime industry with international quality standards for seafarers in their professions for the next 50 years and more.

- **MOU Signing between NI represented by its CEO Capt. John Lloyd and MARINA represented by its Administrator Atty. Fabia**. This significant signing was witnessed by VADM Santos, NI Ph President, and Atty. Dacanay, Chief Officer at MARINA.



Memorandum of Agreement between Nautical Institute, UK, and the Maritime Industry Authority, Philippines. The purpose of the Memorandum of Understanding is to maintain the collaborative relationship between the Nautical Institute, its Philippine branch, its partners, and the Maritime Industry Authority (MARINA). Both parties to this MOU share the understanding of the significance of maritime education and training in recognizing that it is only feasible to secure and preserve highly qualified human resources in the maritime industry through effective and quality MET.

- **Group photo with MARINA Administrator Atty Fabia and NI CEO Capt John Lloyd**





- **Dr. Glenn Mark Blasquez** briefly introduced the next speaker

- **Special Message by TESDA NCR Regional Director Florencio Sunico, Jr and received a plaque of appreciation from Vadm Santos**



1. Director Sunico expressed his appreciation for being invited to the NI event. On behalf of **TESDA in the National Capital Region**, he greeted the NI Ph branch for conducting its 2022 event commemorating NI's golden anniversary.

2. He said that as the primary agency of the Philippine government tasked with the critical role of developing workers in the mid-level sector, **TESDA shares in the goal and aspirations of the Nautical Institute in promoting and maintaining high standards of quality and excellence in the maritime education industry.** He added that the jobs and careers in the maritime sector, especially in a rapidly changing world, not only create the demands for but also directly impact the programs of TESDA on training standards, regulations, assessment, and certification systems.

3. He said that as we usher in the future of work in a 4th Industrial Revolution (IR) environment, we need to ensure that our workers are equipped with the right skills, competencies, and motivations to make them agile, adaptive, and responsive. He added that this requires the convergent efforts of everyone in the maritime community, which is why they are here to make their presence and support felt at the gathering.

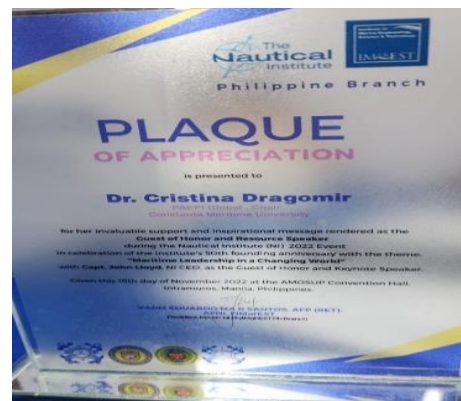
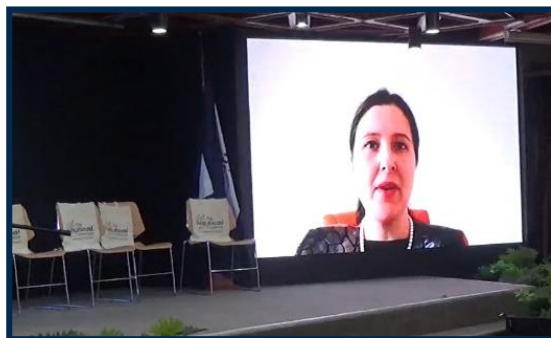
4. On behalf of their **Secretary-general Danilo Cruz**, he again extended their warmest greetings and congratulations to NI on its 50th anniversary.



- **Dr. Angelica Baylon** introduced the next speaker, the PAEPI Global Chair Dr. Christina Dragomir of Constanta Maritime University, Romania and received the plaque of appreciation for PAEPI Global Chair

Dr. Cristina Dragomir is PAEPI Global Chair, scholar, and gender equality expert, with input in developing fair access to education and employment in maritime transport. Dr. Dragomir is an associate professor at Constanta Maritime University from Romania and the General Secretary of the professional association for women WISTA Romania. She has given lectures on Transport Technologies, Management of Ship Commercial Operations, and Human Resources Management since 2008, being invited as a lecturer at other universities and as a speaker at international and national events. She is a reviewer for prestigious SSCI journals.

- **Special Message by Dr. Cristina Dragomir, PhDm** *PAEPI-Global Chair, Constanta Maritime University (Romania) Professor, Secretary General – WISTA -Romania President, European Social Corporate Responsibility*



1. Dr. Dragomir shared her message **about Leadership, maritime transport, and education**. She stated that maritime transport leaders and managers are complementary entities, distinguished primarily by their motivation, thinking, and action.
2. Dr. Dragomir compared onboard ship and shipping scenarios with masters' and ship managers' **leadership roles and responsibilities**.
3. Dr. Dragomir mentioned several **maritime issues and concerns**, including discrimination and harassment situations facing women seafarers. The good news is that maritime trade unions provide instant support and advice for these concerns.



4. Dr. Dragomir also stressed the **leadership role of maritime universities** in tackling issues such as cultural diversity, which is being blamed for many problems and challenges not only in shipping but in the world. She defined cultural diversity as the representation of people in a social system with apparent differences in cultural group membership.

5. She said that maritime education training is crucial in molding future seafarers who are gender and culturally sensitive. Hence, she suggested that educational institutions adopt effective **gender-inclusive strategies and pedagogical and didactic approaches**. Teaching students in a culture-sensitive learning environment will help them become sensitive to other cultures, even when working on board vessels.

6. Dr. Dragomir emphasized that **METIs play multifaceted roles** in educating their students to be equipped with the technical knowledge, skills, and attitude with sensitive minds and characters that understand and adapt to diverse cultural orientations. She added that maritime education should also develop students with a mindset that removes gender biases, rises above cultural differences, and **increases gender and cultural awareness** by integrating such ideas into the **curriculum and instruction**.

7. Dr. Dragomir stressed adapting collaborative learning as an alternative method to promote **complementary leadership roles amidst diverse gender and cultural orientations** to attain group goals. She also expressed that students learn target lessons or skills in a collaborative setting as they participate according to their assigned roles.

8. She added that METIs provide **equal leadership opportunities to male and female students**. She said that the female presence in METIs played a significant part in governance, policy and decision-making, curriculum and course design, and curricular and extracurricular activities. She also encouraged respect for cultural identity and diversity by adapting leadership skills that equally engage male and female students. She also encouraged developing communicative competence to prepare students for the future.

9. Finally, Dr. Dragomir expressed that she firmly believes that **working together within the maritime cluster** as maritime stakeholders can help the development of the global society. She sends her best wishes to all.



- **Launching of NCAP (Navozyme – Certificate Authentication Platform) Wallet App for MAAP Cadets by Atty./Capt. Jitesh Jaipurriyar, Navozyme Singapore, PRO of RI Maritime Management Singapore**



1. Captain Jaipurayar engaged four MAAP cadets to re-emphasize the **four factors discussed by VADM Santos** on change, challenge, digitalization, and decarbonization.
2. With the help of the students, Captain Jaipurayar demonstrated digitalization with a difference. He officially launched the **NCAP wallet app**. He instructed the cadets to use their IOS and download the app. They entered their email and obtained a QR code which helped them recognize their **credentials digitally**.
3. The NCAP wallet allows users to issue, verify, manage, and revoke all digital credentials in real time. It includes security features against cyber security. It is flexible and valuable for digital needs.



- **MAAP President VAdm Santos on the Launching of Blockchain Program for the MAAP Cadets.**

1. **VAdm Santos**, with **Capt. Jitesh Jaipurayar** launched the **blockchain program** for the cadets. With him are the cadets for the Maritime Academy of Asia and the Pacific showing their page for the blockchain on their gadgets (cell phones or iPad).
2. VADM Santos stated that all the cadets' certificates, including their medical certificates, would be uploaded to their **e-wallet dashboard**. When they board ships, they will show their page to the port state controller, who scans it so that the port state control will know that they have authentic documents.
3. VADM Santos added that with the **launching of this blockchain e-wallet**, the five (5) cadets with him are the first to have it, and all the other MAAP cadets will have theirs soon. He also mentioned that after MAAP cadets, the seafarers would have this blockchain program so that Filipino seafarers do not need to bring all their original certificates and lose them on the way. They will have their e-wallet with their authentic and correct documents. He emphasized that all **MAAP cadets, AMOSUP seafarers, and the Filipino fleet** would be enrolled in the **blockchain program**.



4. VAdm Santos also relayed that the shipowners and agents can access the files on a limited basis, depending on the data privacy commitments, so that they can see everything about their cadets and seafarers in their companies. This **digital program** is going to be the **first in the Philippines**, first for seafarers. He stressed that they are trying to do their best to make the lives of cadets and seafarers as easy as possible.



- **Presentation of the Adopt-A-Ship Program by IMO Goodwill Ambassador George Hoyt, FNI**

1. Mr. Hoyt stated that one of the biggest challenges we have, which we have encouraged for many years, is that we live in an **invisible industry**, working in an invisible industry. He stated that the United Nations has been able to help us make seafarers essential workers. This is just one of the prime examples of the challenges our seafarers and the entire maritime industry are having, being recognized as an industry responsible for the safety and quality of life of everyone on the planet.

2. He mentioned that some of the speakers today will talk about important areas like getting **young people** involved in the industry.

3. Mr. Hoyt introduced one of their programs called Adopt-A-Ship which was started in Cyprus and **digitalized in 2016**. It consists of a seafarer on board, usually the master, exchanging an email with a teacher of an elementary school classroom or shelter for an activity once a week. The teacher with the pupils gets to the map and follow the ship in the oceans, and they **learn about geography through maritime**. This program has been very successful. In 2019, they had over **30,000 children** participating (most of them here in the Philippines) since they started the program.

4. He encouraged the participants to get involved with this **free program** as they needed participation and support to try to regain the program and expand. He added that the United Nations working group, the IMO Secretary General, **Nautical Institute**, and many other organizations are involved.

5. Mr. Hoyt expressed his hope that the participants help them bring the program to the children in the Philippines. He stated that the maritime industry today is not sustainable. He added that no industry is sustainable without getting the **female population** into.



6. He stressed that **Adopt-A-Ship** brings young people, 10 to 12 years old, into the industry by introducing them to the program.

7. He said they need more **young ladies** to stay with them, maybe not on board but somewhere in the maritime community

8. He said they are working with the **GOLD Foundation**, run by **Ms. Marissa Oca**, doing a lot of welfare programs for seafarers and their families. He also mentioned that they have a coordinator, MAAP graduate, here.



- **Presentation: Developing Executive Leadership**
Presence by Capt. Emerson Reyes, MNI, PgD (EMM)
Crewing Manager, Fukijin Kisen Co Ltd

1. Captain Reyes discussed **valuable factors in developing executive leadership** presence. He quotes that *“the stakes are high but so the dissatisfaction.”* Executive Leaders must serve people, help them succeed, and have significant value.

2. Capt. Reyes also shared his four steps/lesson experiences as a Captain, Chief Officer, and Crewing Manager at 36. He stressed that trust is an essential step that leaders should develop from their school years to their professional time. He mentioned **three key factors of development**: reliability, credibility, and connection.

3. Capt. Reyes stated, *“Executive Leadership is like an ocean voyage discovery, and you’re the captain.”* He further explained that Executive Leadership has **four Disciplines**: setting direction, motivating commitment, driving for results, and developing yourself toward excellence. He also thanked NI as he was a recipient of a scholarship grant for short course at World Maritime University in Malmo Sweden.



- **Presentation: Quality Leadership and Excellence**
Change Management from a Seafarer Youth Perspective by 3/O Yrhen Bernard S Balinis, MRIN, AMNI, AMIMarEST Seafarer (Operational), IMO Goodwill Ambassador



1. 3/O Balinis shared his insights on Quality Leadership Management from a Seafarer Youth Perspective. Leaders should know how to listen to their constituents and subordinates. **Leaders** stand for **L**-leadership, **E**-empathy, **A**-assertiveness, **D**-discernment, **E**-excellent, and **R**-relationship. Leadership can be democratic, transactional, autocratic, and coaching, depending on the situation.
2. He also gave insights on Gen Z and Millennials' main tasks: Diversity, Purpose and Values, Inclusion, Flexibility, Stronger Career Prospects, and Decent working conditions.
3. 3/O Balinis also talked about Emotional Quotient, Change Management, and Career Progression.



- **Presentation: Leadership Strategies to Influence Change in the Maritime Sector by Capt. Christian Paul D. Roa, MNI Seafarer, Dalisay Shipping Corporation**

1. Capt. Roa shared his insights on leadership strategies to influence change in the maritime world. For him, there are only **three constant things in life**, one of which is CHANGE. Change is inevitable; everything must be developed; everything must be improved, and change has been happening at high speed in the maritime industry.
2. Capt. Roa shared his experiences as a cadet officer and his realization of his need to become an influential leader. He stressed that we could not influence change toward others without changing ourselves, without developing ourselves to become influential leaders. Leaders always continue learning and growing.
3. He also tackled how to improve **leadership strategies from Brian Tracy**: You must continually learn and improve; identify what leadership qualities you might be missing and understand them. Do more or less of certain things as necessary.
4. Capt. Roa also shared how **to improve leadership skills** and several leadership strategies to influence change in the maritime industry. To affect change, a leader has to be a Globally Minded Localist, High-Integrity Politician, Humble Hero, Strategic Executor, Tech-Savvy Humanist, a Traditional Innovator.
5. Finally, he encouraged everyone to start communicating as a united world to bring out the best in everyone, **be a member of the Nautical Institute**, and undoubtedly become a more effective leader in the future.



- **Plaque of Recognition awarded to speakers**



- **Introduction of the Guest of Honor and Speaker Capt. John Lloyd, FNI by VAdm Eduardo Ma R Santos, AFP (Ret), AFNI, NI Ph President**

1. Before introducing the speaker, VAdm Santos commended the speakers during the morning session who are the young blood, still up in coming, compared to those who are advanced in age. He stressed that all of us should be able to **listen to our younger members**, the future of our organization, and the maritime industry. He expressed his hope that all of the delegates were able to get insights from what they said and reflect on them as these could be the bases for what the older ones should do to help everybody out and to ensure the furtherance of the objectives and the furtherance and growth of NI in the Philippines.

2. Introducing Captain John Lloyd, VAdm Santos mentioned that this is not the first time they are with him. He said Captain Lloyd was present during the **Manila Command Seminar in 2014** and is happy he is with them again.

3. VAdm Santos stated that the guest of honor had been the **Chief Executive Officer of the Nautical Institute since 2017**. He was the Chief Operating Officer in 2015. Previously, Capt Lloyd was a professor at the Maritime Training of the Australian Maritime College in Tasmania. At that time, he was also the **Treasurer of GlobalMET**, which used to be AMETIAP. A very efficient and strict treasurer collecting all the money. That's why they always remembered him. After his stay at the Australian Maritime College, he also inaugurated a new maritime college in Angola following a two-year development program developed in conjunction with the city of Glasgow College and Sonangol Shipping. Before this, he held appointments as Chief Executive Officer of the Vanuatu Maritime College in Santo, Vanuatu, and senior posts at Flagship Training Limited and Warsash Maritime Centre. The guest of honor is a Master Mariner and served as a Marine Pilot in Namibia from 1994 – 1995. He is a

Master of Business Administration, a Freeman of the (UK) Honorable Company of Master Mariners, a Younger Brother of Trinity House, and a Chartered Master Mariner. Since joining The Nautical Institute, he has introduced a series of short professional development courses attracting substantial international interest and a new qualification for engineering and technical staff on DP vessels. He has recently started working more closely on key safety issues in the fishing sector, which everyone knows is neglected. He travels extensively, representing the work of The Nautical Institute and sharing his passion for safer shipping and professionalism in the maritime sector. He is currently Chair of the IMO's Human Element Industry Group (HEIG), working with NGOs on crucial safety initiatives.

4. VAdm Santos enjoined everyone to welcome Captain John Lloyd.



- **Presentations: About NI and Its Strategic Development Plan 2021-2026 by Capt. John Lloyd, FNI NI CEO**

Captain Lloyd presented the 2021-2026 Strategic Development Plan of the Nautical Institute. He reflected on how they developed this plan and expressed that every organization must have a reason for its existence. He said that as the Chief Executive Officer, he is privileged to work with the organization's management team to refocus the strategic plan.

1. Captain Lloyd presented the **2021-2026 Strategic Development Plan of the Nautical Institute**. He reflected on how they developed this plan and expressed that every organization must have a reason for its existence. He said that as the Chief Executive Officer, he is privileged to work with the organization's management team to refocus the strategic plan.

2. He mentioned **two key documents** which serve as their basis. The first one is the UN Sustainable Development Goals, where they looked globally at where the Nautical Institute can contribute to this instruction. As shown on the slide, he stated the key areas: quality education, gender equality, industry innovation and infrastructure, reduced inequalities, responsible consumption and production, and climate action.

3. Captain Lloyd also mentioned **important references** they used. (1) *"The Impact of Automation Technology on Employment in the Transport Sector"* developed by the International Transport Workers' Federation and World Maritime University. (2) *"Global Maritime Professionals,"* which looked at the skills and knowledge-based required



of the maritime profession, prepared by the **International Association of Maritime Universities (IAMU)**. Capt. Lloyd stated that key stakeholders are looking at the impact of all these automation technologies. He added that generally speaking, there is a recognition in all sectors, particularly maritime, that technology would have a significant impact but assuredly would not replace the people. The skills would be different, but there is an increasing number of maritime professionals serving in the maritime transport sector.

4. Captain Lloyd showed a snapshot of the Strategic Plan 2021-2026. He explained the **deliverables from the diagram** showing the Membership and Branches, Information and Publications, Research and Relationships (previously called Projects), and Qualifications. He stated that at the top and bottom are human factors and continuing professional development, which create an envelope where they work.

5. On **Membership and Branches**, Captain Lloyd mentioned that the organization has grown from 6,827 in 2021 to 8,400. The goal is to reach 10,000 members in 2026.

6. On **Qualifications** –Captain Lloyd discussed core qualifications (e.g., STCW) and further training and certification (e.g., DPO, maritime management, logistics management) towards continuing professional development.

7. Captain Lloyd stated that **technical requirements** are rapidly changing. Today's skills are not the skills tomorrow, so it is crucial to develop our maritime professionals. He added that they are also looking at the personal and life skills that are required: adaptive learners, entrepreneurship, handling of data, decision-making, communication, collaborative working, cultural understanding, and sensitivity, which are all part of what makes a maritime professional.

8. On **publications**, Capt. Lloyd showed snapshots of Seaways – a journal for the members and usually purchased by shipping companies for their ships. He also presented the Navigator, one of the most widely globally distributed magazines in the maritime sector – 100,000 copies three times a year. He thanked those who participated in the photo competition, showing others how they used that in their practical training. This magazine, with a single focus on officers on board ships, is greatly supported by several charities funding some of its costs.

9. Capt. Lloyd also mentioned **several NI books**, such as the Bridge Watchkeeping.

10. Capt. Lloyd stressed the **importance of Local Branches**, where they will concentrate the efforts and discussions around what is essential for the local community. We are part of a global picture, but every local region has its own needs. Members can discuss these needs with regulators, maritime professionals, and training institutions to enhance our contributions. It is vital to contribute technically, but it is also crucial not to lose sight of the fraternity, comradeship, and so on – professional network.



11. On **membership benefits**, Captain Lloyd stated that his number one is the global recognition of their professional status.
12. He showed the **Navigator Magazine**, available for all members in print and online. He also presented the NI's contribution to the maritime accidents reporting scheme (MARS), which reports strange occurrences and accidents that are analyzed and shared in the worldwide maritime community for the benefit of learning.
13. Captain Lloyd discussed **NI's position in the industry**. He stated that one of the reasons for being a member is our vital link with the International Maritime Organization (IMO). He added that we are an NGO and an industry group and can make a difference in IMO's decisions. The contribution from the professional maritime sector is vital. He also discussed maritime safety, the offshore industry, maritime education (front and center), and publications.
14. Captain Lloyd also emphasized that **specifics count** – recognizing the professional status of all maritime professionals and offering free student membership to grow NI's engagement. He also stressed the importance of investing in the future. He added the significance of having access to IMO and a great network and developing presence and solutions for the challenges of today and tomorrow. He said that some of these actions align with the decarbonization agenda.
15. On **NI accreditation and certification**, Captain Lloyd mentioned that they could introduce industry standards they can monitor and apply consistently as part of their accreditation process.
16. Captain Lloyd emphasized how **NI's impact on the UN Sustainable Development Goals** includes zero hunger, life below water, and partnerships for the goals with the broader community, which are all critical for our development.
17. Captain Lloyd **advised young career professionals** to understand the broad maritime picture so that they could see opportunities available to them.
18. He stressed the **importance of collaboration** and showed some of NI's partner.
19. Capt John lauded the **Philippines for being the largest NI branch in the world**.
20. Finally, Captain Lloyd stressed that we are all **agents for change** in the maritime sector and encouraged everyone to make a difference.



- **Blowing of Candle and Cutting of the 50th Anniversary Cake by CEO Captain John Lloyd**



- **VAdm Santos awarded the Plaque of Recognition to Captain John Lloyd**





- **Presentation: Maritime Leadership in a Changing World: Be an NI and IMarEST member**
- Dr. Angelica M Baylon, AFNI ERO Director, MAAP and received a plaque of appreciation



1. Dr. Angelica Baylon presented the responsibility or role of everyone to enhance or cultivate seafarers' global competencies and proficiencies, so they may be developed globally to be the best maritime leader in this modern technology era. She promoted two internationally recognized professional associations that are highly recommended if maritime students, trainees, or seafarers aspire to be globally competitive). The global professional associations are the **Nautical Institute (NI)** and the **Institute of Marine Engineering, Science, and Technology (IMAREST)**. Both professional associations were introduced, particularly the vast **electronic learning tools available online** for free. Some are exclusive for NI and IMAREST members only.

2. Dr. Baylon encouraged everyone to check them out and be a member of NI and IMAREST. It is believed that all students/ trainees and future maritime professionals or ocean governors would benefit from the vast **"OCEANS"** of opportunities that these NI and IMAREST provide. **O- opportunities** for professional development; **C-consultation** in organizations; **E-education** for awards and scholarships; **A- access** to vast resources; **N- network with** professionals; and **S-status** for higher grades of professional membership registration.

3. She emphasized that the first step in cultivating oneself as a maritime leader lies in the interest and desire of an individual to lead and be on top. Her presentation ends with **ten suggested tips** for transforming oneself into a **globally competitive proficient maritime leader** with a passion for scientific innovations. A **Scientific Formula of** competency and proficiency based on a simple algebraic equation with concluding remarks for maritime Leadership was advanced, which provided a long-lasting impact and applicability to the audience.



- **Presentation: Various NI and IMarEST Committees, tasks /roles and call for members /Chair (maritime leaders) by Dr. Glenn Mark Blasquez, AFNI VP, SIMS and received a plaque of appreciation**



1. Dr. Blasquez explained the **purpose of NI**, which is to promote high standards of knowledge, qualifications, and competence in support of those in control of the sea-going craft, including non-displacement craft and those connected with the maritime profession, both afloat and ashore. The Institute is an international not-for-profit representative body for maritime professionals with consultative status at the International Maritime Organization (IMO).

2. Dr. Blasquez presented the following about NI:

The benefits and opportunities of becoming an NI member are to be recognized as a professional, help shape maritime policies and regulations at the IMO, have the chance to make your views known to improve the industry, receive free SEAWAYS, the Institute's monthly Journal, enjoy a 30% discount on specialist maritime books and guides, keep up-to-date with professional developments and contribute to professional standards, learn about other parts of the industry, have access to the information and facilities of the Members' Area of the website, and participate in Branch network activities such as seminars, conferences & social events. Other benefits include access to the international network of professionals that is The Nautical Institute; belonging to an organization with shared values and Worldwide professional recognition, including being able to display your Nautical Institute honorific status on your business card; getting support and guidance for Continuing Professional Development (CPD); getting heavily discounted entry to a variety of leading maritime conferences and events around the world; getting heavily discounted admission to a variety of leading maritime meetings and events around the world; having legal defense insurance cover, protecting you against criminalization, and; having access to a Jobs Board, online discussion forums and monthly e-newsletter.

Membership criteria: There are five categories of voting members: Fellow, Honorary Fellow, Associate Fellow, Member, and Associate Member.

Role of the Institute: The Institute fulfills its role in many different ways. The technical committees ensure that professional opinion and advice are fed to the IMO and industry's decision-making bodies. The publications written by practitioners for practitioners provide the best operational guidance available, and the branches encourage professional development in local areas.

The presence and influence of The Nautical Institute confer professional standing on seafarers and those with other maritime qualifications. **SEAWAYS** is the monthly Journal that links members and provides the opportunity to keep up-to-date, share ideas, and reinforce the sense of belonging to the fellowship of the sea. The confidential Mariners' Alerting & Reporting Scheme (**MARS**) is a service to all. Reports are translated into at least four languages and distributed globally. All members are encouraged to participate in this scheme, and the reports are widely used in safety training. The Nautical Institute provides

Accreditation & Validation services to the international shipping community. The courses accredited are for Oil Spill Response, Dynamic Positioning (DP), Offshore Ballast Control Operator, and Leadership/Management.

The roles of the Executive Board Officers and the committees were discussed: Nominations Committee, Assurance Committee, Specialist Committees, IMO Committee, Technical Committee, Professional Development Committee, Membership Committee, and Marine Education & Ocean Literacy Committee

▪ **Annual General Membership Assembly (members only): A Summary**



1. **Vadm Santos** (nominated by Aristone Aurelio of Mebulk), **Dr. Baylon** (nominated by IMO Goodwill Ambassador 3/0 Yrhen Balinis), and **Dr. Blasquez** (nominated by C/M Garcia of SLBCMST) were **re-elected to office** as President, Secretary, and Treasurer of NI Ph Branch respectively and unanimously approved by the body.
2. **Vadm Santos** congratulated all members of NI and all those who were either elected or volunteered themselves as Chair or members of the newly established **nine Ph Branch Committees** to empower each member to leadership roles in line with the NI 50th Anniversary theme: *Maritime Leadership in the Changing World*.



3. He encouraged everyone to submit their **proposal for activities** beneficial to all members.
4. **Vadm Santos** that in line with the NI strategic Plan presented by **NI CEO Capt John Lloyd**, all the officers with the Committee Chair will meet and come up with the NI Ph Branch Strategic Action Plan for implementation this 2022-2023 and encourage everyone to think ahead for the intended meeting in February 2023.
5. **Dr. Jiesh Jaipuriyar from Navozyme**, the Chair of the Sustainability and Maritime Decarbonization Committee, proposed his plans and promised to send his proposal via email.
6. **Capt Orlando Dimailig from PMMA**, the Research and Publications Committee Chair, requested a letter to be sent to their immediate head about their position for their support, which was seconded by C/M Garcia and approved by the body
7. **NI Secretary Dr. Baylon** requested the names and email addresses of their immediate head and invited all to accomplish the NI Ph Branch oath-taking of Induction form to be signed by the officers/members, the inducting officer **NI CEO Capt John Lloyd**, and for approval or Conforme of their respective Heads.
8. **NI Treasurer Dr. Glenn Mark Balsquez** collated all the accomplished oath Taking Forms and had them signed by the inducting officer. The group also discussed the roles and tasks of each committee, as presented by **Dr. Glenn Mark Blasquez** in his earlier presentation.
9. **Dr. Baylon** also added that each Chair could add more as they deem needed in line with the pronouncement of Vadm Santos of empowering each member to lead and share what they like to do or what they want for the NI Ph branch to do as a project, activity, or program.
10. **Vadm Santos** shared new developments in maritime on digitalization and decarbonization. He would like to conduct more activities that interest the members and advise everyone to inform the NI Secretary, Dr. Baylon. The next meeting is slated for **February 2023**. He wishes everyone an advance Merry Christmas and a Blessed New Year. He had adjourned the meeting to prepare for the oath-taking of officers and the Closing Ceremonies with the **Keynote Speaker, NI President Dr. Andre LeGoubin, USA**, who will be arriving soon.



▪ **Official Oath taking of Officers and Members inducted by NI CEO Capt John Lloyd**



NI CEO Capt John Lloyd inducted the following elected officers: From L to R first row are the re-elected officers: **Treasurer** – Dr. Glenn Mark Blasquez, AFNI, IMarest (SIMS); **Chair/President** – VADM Eduardo Ma R Santos, AFP (Ret), AFNI, FIMarEST (MAAP) and **Secretary** – Dr. Angelica M Baylon, AFNI, FIMarEST (MAAP). From L to R, 2nd row is the **Committee Chairs**: **Sustainability and Maritime Decarbonization Committee Chair** – Capt. Jitesh Jaipurayar (Navozyme); **Information Communication Committee Chair** – 3/E Mao Tze Bayotas (MAAP); **Membership Committee Chair** – C/M Renante A. Garcia ((Southern Luzon College of Business, Maritime, Science, and Technology); **Art Design and Documentation Committee Chair** – 2/O Jolan Dave L Sumbanon (MAAP); **Special Project Committee Chair** - Capt. Christian Paul D Roa (Dalisay Shipping Corp)); **Research and Publications Committee Chair** – Capt. Orlando S. Dimailig (PMMA); **Education Committee Chair**- Capt. Emerson M Reyes (Fukijin Kisen Co Ltd); **Resource Generation Committee Chair** – Capt. Noel Pasco (Britoil Offshore Phils) and **Planning and Development Committee Chair** –2/O Norman Duran Caballegan (Avantgarde Shipping Corp).

List of Re-elected Officers

Chair/President – VADM Eduardo Ma R Santos, AFP (Ret), AFNI, FIMarEST (MAAP)

Secretary – Dr. Angelica M Baylon, AFNI, FIMarEST (MAAP)

Treasurer – Dr. Glenn Mark Blasquez, AFNI, IMarest (SIMS)



Committee Chairs

1. **Art Design and Documentation Committee Chair** – 2/O Johan Dave L Sumbanon (MAAP)
2. **Education Committee Chair**- Capt. Emerson M Reyes (Fukijin Kisen Co Ltd)
3. **Information Communication Committee Chair** – 3/E Mao Tze Bayotas (MAAP)
4. **Membership Committee Chair** – C/M Renante A. Garcia ((Southern Luzon College of Business, Maritime, Science and Technology)
5. **Planning and Development Committee Chair** –2/O Norman Duran Caballegan (Avantgarde Shipping Corp)
6. **Research and Publications Committee Chair** – Capt. Orlando S. Dimailig (PMMA)
7. **Resource Generation Committee Chair** – Capt. Noel Pasco (Britoil Offshore Phils)
8. **Special Project Committee Chair** -Capt. Christian Paul D Roa (Dalisy Shipping Corp))
9. **Sustainability and Maritime Decarbonization Committee Chair** – Capt. Jitesh Jaipurayar (Navozyme)

Note: **Volunteer Members** (Result of Google Survey provided before the event sent to **166 members to choose their committee either as Chair or as members**)

1. **Art Design and Documentation Chair** – Johan Dave L Sumbanon (MAAP) ;
Members: Aristone T Aurelio (Medbulk Maritime Management Corp), Dr. Angelica Baylon (MAAP), and Dr. Glenn Mark Blasquez (SIMS)
2. **Education Committee Chair**- Capt. Emerson M Reyes (Fucidin Kisen Co Ltd) ;
Members: C/M Renante Garcia (Southern Luzon College of Business, Maritime, Science and Technology), Mao Tze Bayotas (MAAP), Capt Generoso Galvez, Phd (Davao Pilots, Inc) ; Capt Rodcyn V Yumang (Norwegian Training Center) ; Capt Glenn M Ignacio (Ultraship Crewing Philippines, Inc), Dr Angelica Baylon(MAAP and Dr Glenn Mark Blasquez (SIMS)
3. **Information Communication Committee Chair** – Mao Tze Bayotas ;
Members: 2/O Bernie Yabo; 2/O Norman D Caballegan; Dr. Angelica M Baylon (MAAP) and Dr. Glenn Mark Blasquez (SIMS)
4. **Membership Committee Chair** – C/M Renante A. Garcia ;
Members: Capt Harold Pernia (United Philippine Lines/Belchem); Bernie Yabo Laruan (Solstad offshore); Capt Rodcyn V Yuman (Norwegian Training Center) ; Capt Glenn M Ignacio (Ultrachip Crewing Philippine Inc), Dr. Angelica Baylon(MAAP), and Dr. Glenn Mark Blasquez (SIMS).
5. **Planning and Development Committee Chair** – Norman Duran Caballegan ;
Members: C/E Samuel D Daguio, Ph.D., Dr. Angelica Baylon (MAAP), and Dr. Glenn Mark Blasquez (SIMS)



6. **Research and Publications Committee Chair** – Capt. Orlando S. Dimailig (PMMA) ;
Members: 3/O Yrhen Bernard Balinis ; 3/O Bobb Eriskay Avida (BW Shipping Phils, Inc); Dr Angelica Baylon(MAAP) and Dr Glenn Mark Blasquez (SIMS)
 7. **Resource Generation Committee Chair** – Capt Noel Pasco (Britoil Offshore Phils);
Members: Dr. Angelica M Baylon (MAAP) and Dr. Glenn Mark Blasquez (SIMS)
 8. **Special Project Committee Chair** Capt. Christian Paul D Roa (Dalisay Shipping Corp);
Members: Capt Marlon Penales (MAAP), Dr. Angelica Baylon(MAAP), and Dr. Glenn Mark Blasquez (SIMS)
 9. **Sustainability and Maritime Decarbonization Chair** – Capt Jitesh Jaipuriyar (Navozyme) ;
Members: Capt Marito Lim Molino, Dr. Angelica Baylon (MAAP), and Dr. Glenn Mark Blasquez (SIMS)
 10. **Legal and Policy Committee Chair**- vacant (preferably a lawyer, an NI member, and willing to chair the committee) ;
Members: Dr. Angelica Baylon (MAAP) and Dr. Glenn Mark Blasquez (SIMS)
 11. **Training Committee** – vacant (preferably from a training Center, an NI member and willing to chair the committee) ;
Members: Dr. Angelica Baylon (MAAP) and Dr. Glenn Mark Blasquez (SIMS)
- **Introduction of the Keynote Speaker.** Capt. John Lloyd briefly introduced the **NI President Captain Andre L. LeGoubin.**



- **KEYNOTE SPEECH** by **Captain Andre L. LeGoubin** *MNM MA FNI, NI President*





1. Capt. LeGoubin expressed his gratitude to the NI Philippine branch for inviting him to the Nautical Institute's 50th Anniversary celebration. He also **commended the Philippines for its significant contributions to Nautical Institute's success**. He also mentioned that it was his first time visiting the country in his over 40 years of seafaring career.

2. Aligned with the theme, *"Maritime Leadership in a Changing World,"* Capt. LeGoubin **highlighted various aspects of Leadership**, including challenges and opportunities for the future, the green transition of the industry, digitalization and innovation, and preparing a new generation of Seafarers.

3. Capt. LeGoubin relayed his recent experience as a mariner and his contemplation on **what skills we should pass** on to younger seafarers.

4. He shared his **experience with his first vessel** - a small cargo and passenger ship – where his captain taught him seamanship, basic seamanship, ship handling, meteorology, and many other skills he still uses today. He emphasized that the strong foundation of knowledge he gained from his first master and other mentors helped him maneuver his current ship, one of the world's largest DP2 Suezmax shuttle tankers. Captain LeGoubin stressed that the next generation of seafarers should be able to get **basic skills and mix these with the latest technology** as he did to be able to adapt to the changing times.

5. Capt. LeGoubin emphasized that knowledge can best be passed on by the informal system of knowledge transfer he called mentoring. He stated that mentoring was brought into the limelight for the last ten years since The **Nautical Institute's mentoring project** began. He highlighted this 10-minute challenge of taking somebody aside and taking a few minutes out of our busy schedule to teach them something by showing them how to do something or letting them try something for themselves under our watchful guidance.

6. Capt. LeGoubin also stressed that NI recognizes that high-quality Leadership and excellent change management are essential in accelerated development. Seafarers must gain sufficient **experiential knowledge** to be able to lead.

7. Capt. LeGoubin also highlighted the significance of recognizing that the next generation's needs, priorities, and expectations differ. He added that they must support **younger career professionals**, especially cadets trying to find a berth on a vessel to enable them to become competent watchkeeping officers.

8. Capt. LeGoubin expressed that, during his Presidency, he wanted to work with NI membership to develop ideas to ensure that every cadet who wants to go to sea can sail. He related his recent conversations with shipping companies and owners who have pledged to **help put cadets on their ships**. He encouraged everyone in the position to help support the next generation of seafarers.

9. Capt. LeGoubin also underscored the **challenge of a greener future** and the reality of the seriousness of the effects of climate change. He relayed that many of the world’s leading shipping companies, including some in Asia, are heading in the right direction with ‘greener’ ships. These highly sophisticated ships with cutting-edge technology require the best onboard operators to sail and manage ashore.

10. He pointed out that highly trained career professionals manning these modern ships are best taught by the companies themselves. So, Captain LeGoubin, as NI President, expressed that he is asking for a commitment from these shipowners to put at least two cadets onboard every one of these new vessels, for they will be the industry's future leaders.

11. Captain LeGoubin highlighted that the over **8,000 NI members and officers are a team**, and neither can function without the other. He challenged the members to join him and use their time constructively to make that vital difference for the next generation of maritime career professionals.

- **Awarding of Plaque of Recognition to Captain LeGoubin, the Guest of Honor and Keynote Speaker**



- **Concluding Remarks by NI CEO Capt. John Lloyd**





- **Group Photos with NI President Capt LeGoubin, USA and NI CEO Capt John Lloyd, UK with newly inducted officers and members**



- **More fellowship time (Barbara's Philippine Restaurant with Cultural Show)**





The Nautical Institute gratefully acknowledges the support and generosity of our 50th Anniversary sponsors

Major Sponsors



Maritime Association Partners:



Local Government Organization:



Maritime Schools:



Private Sponsors:



Media Partners:



www.nautinst.org

ACKNOWLEDGEMENTS

Special thanks to:

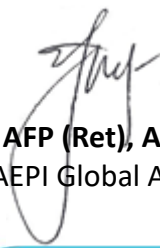
- NI UK** (coordination with **Ms. Ana Macharzewska** and **Mr. James Luetchford**) for the NI bags, NI sanitizer, NI ball pens, NI nametags, NI banners, NI magazines, and NI books;
- NI Ph Branch Treasurer** for the printing of NI plaques, NI program of activities, NI banners, NI posters, NI pins, and NI key chains in Manila which **MAAP ERO** prepared the wordings and designs and sent via email;
- NI Ph Branch President** for all the needed logistics, venue, meals, and budget support;
- Royal Institute of Singapore and Philippines** as Master of Ceremonies and video recording and photos (**Ms Catherine Tacud, Mr MarK Anthony Booc** with **Ms. Vivien Molina**)
- All **sponsors, Media, and friends** (please see **logos** below) for their support even on short notice, and special thanks to MAAP's efficient and reliable staff, especially
- MAAP ERO Staff** (**Ms. Janice Vergara** and **Ms. Kaye Barrun**) who served as **NI Ph Branch Secretariat 2022**.

Submitted to Nautical Institute, Partners and Supporters:

Angelica M. Baylon

Dr. Angelica M. Baylon, AFNI, MIMarEST
 NI Ph Branch Secretary /MAAP ERO Director

Noted by:



VADM Eduardo Ma R Santos, AFP (Ret), AFNI, FIMarEST
 NI and IMarEST /RIIMM Ph Branch President /PAEPI Global Adviser / MAAP President