



EXTERNAL RELATIONS ACTIVITY REPORT FORM

Title of Activity/Event: 3 rd Safety4Sea Manila Forum (Please see attached program)	
Venue: Sofitel Philippine Plaza Manila, Philippines	Date: 23 April 2024

External Relations Thrusts: Linkages in support for:
<input type="checkbox"/> Instruction <input type="checkbox"/> Research <input type="checkbox"/> Extension Service
<input checked="" type="checkbox"/> Other Matters: <u>Collaboration with Maritime industry partners</u>
Budget/Expenditures: Php 1,000.00 for meals of staff + transport service for MAAP participants Budget for Dr. Baylon = 5,461 (OB for April 23-24, 2024)

<p>MAAP involvement:</p> <p>- As Supporter of the Event in terms of:</p> <ol style="list-style-type: none"> 1. Setting up banner promoting the event at MAAP website 2. Promoting the event to NI Ph and IMarEST Ph members through email 3. MAAP President as supposed to be speaker, but was not able to attend due to unforeseen circumstance. 4. ERO Director Dr. Baylon as speaker and panel discussant on Experience Transfer and Best Practices 5. Providing logos of MAAP, NI Ph, IMarEST Ph, and PAEPI Global as supporters in the safety4sea website 6. Sending 10 delegates (5 faculty/staff and 5 cadets) to the event 7. Discussions on MOA signing between MAAP and safety4sea was advanced 8. Prepared press release for NI Seaways as per request by Mr. James L (deadline May 8, 2024)
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<ol style="list-style-type: none"> 1. We are privileged to participate in this significant event that discussed timely issues in the maritime industry. We were able to learn from the experiences and expertise of the speakers. 2. We took part in promoting connectivity of seafarers to their families while on board thru the Internet for Ships advocacy of safety4sea. 3. Dr. Baylon was able to serve as Speaker and Panelist, representing MAAP and the President. and submitted news to NI Seaways on May 8, 2024 4. The cadets learned from the maritime issues raised during the event. 5. MAAP delegates were able to fellowship with fellow delegates of other maritime stakeholders.
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Success Indicators	Measure	Remarks
Level of satisfaction (5-point likert scale):	5	Satisfied with the free event

Level of commitment and support:	5	MAAP committed to support the event through various means, including sending of delegates
Ease of coordination with partner:	5	Communication with safety4sea via email and phone call were easily carried out.
Benefits derived from partnership:	5	Starting of partnership with safety4sea, who can also support MAAP future events
Outcome(s):	5	Partnership with other maritime stakeholders; Awareness of current maritime issues; Active involvement in significant maritime events

- Continue with the plan to have MOA signing with safety4sea
- Participate in future safety4sea event and other maritime gatherings that raises MAAP awareness on key issues to help up develop action plans that are relevant and responsive to the situations we are in

- **None**

- MAAP's visibility as one of the event supporters as shown in the safety4sea website <https://events.safety4sea.com/2024-safety4sea-manila-forum/>
- MAAP also promoted NI Ph, IMarEST Ph, Maritime League and PAEPI Global through the safety4sea event
- MAAP delegates were able to fellowship with representatives of other maritime stakeholders
- Possible MOA signing between MAAP and safety4sea to be scheduled in due time

Apo Belokas, Managing Editor, SAFETY4SEA
 Heidi Karathanou, Client Service Executive - Team@safety4sea.com

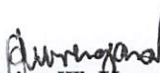
Dr. Angelica M. Baylon, External Relations Director
 Janice W. Vergara, External Relations Staff
 Kaye A. Barrun, External Relations Staff
 2M Jolan Dave Sumbanon, MNI, IDO/Deck Instructor
 C/E Benjie Dupit, Engine Function Head
5 cadets:
 1Cl De Leon, Fabiene Leon Chester G.
 1Cl Lingad, Edson R.
 1Cl Atanacio, Renchel U.
 1Cl Consignado, Neil D.
 1Cl Caditan, Martina Claire D.

Please see attached.

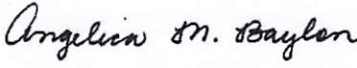
See also the Press Release at safety4sea website:

https://events.safety4sea.com/2024-safety4sea-manila-forum/?utm_source=newsletter&utm_medium=email&utm_campaign=2024+SAFETY4SEA+Manila+Forum+Follow+Up+#agenda|3

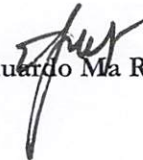
Prepared by:


Janice W. Vergara
External Relations Staff

Reviewed by:


Angelica M. Baylon, PhD
External Relations Director

Noted by:


VADM Eduardo Ma R Santos, AFP (Ret)
President

Safety4sea banner at MAAP website



Snap Shot from the safety4sea website

Supporters



Media Sponsors



Updated Program

SCHEDULE

08:00- 9:00 Welcome Coffee & Registration

09:00- 09:05 Forum Opening – Apo Belokas, Managing Editor, SAFETY4SEA

09:05- 09:25 Opening Keynote Address Session

Gerardo Borromeo, Vice-Chairman, Chief Executive Officer, PTC Holdings Corporation

09:25- 09:40 Focus Presentation: Human Factors in Decarbonization Era

Apo Belokas, Managing Editor, SAFETY4SEA

09:40 – 10:40 Panel #1 Exploring the Role of Human Factors

Moderated by Apo Belokas, Managing Editor, SAFETY4SEA

- How digitalization and decarbonization impact human factor
- Regulatory update: Where we stand with STCW, MLC
- Addressing human factor in SIRE 2.0
- Enhancing human performance
 - **Gerardo Borromeo**, Vice-Chairman, Chief Executive Officer, PTC Holdings Corporation
 - **Vadm. Eduardo Ma R. Santos**, President, Maritime Academy of Asia and the Pacific (MAAP)
 - **Capt. Nicolo S., Terrei**, Director, I.M.A. Assessment and Training Center, Inc.

10:40 – 11:00 Focus Presentation: The role of Human Factors in PSC performance

Dimitris Psarros, Business Development Manager, RISK4SEA

11:00 – 11:30 Networking Coffee Break

11:30 – 11:45 Focus Presentation: Charting New Realities: The Role of AR/VR in Transforming Maritime

Pushkal Kapoor, General Manager, ISF Group

11:45 -13:20 Panel #2 Soft Skills & Training

Moderated by Apo Belokas, Managing Editor, SAFETY4SEA

- Bridging skill gaps
- Best practices for future-ready maritime professionals
- Key trends & evolution of training
- Addressing the needs for future maritime workforce
 - **Leo M. Bolivar**, Country Manager, International Registries (Far East) Limited
 - **Dr. Mike Morales**, President, MOL Magsaysay Maritime Academy
 - **Sundeep Sequeira**, Sales Director, OneLearn Global (part of the OneCare Group)
 - **Giovanni Tuapin**, President, Hartmann Crew Philippines, Inc.
 - **Pushkal Kapoor**, General Manager, ISF Group

13:20 – 13:30 Focus Presentation: The Maritime League Event, BEACON EXPO 2024

Blanca Joy Bustamante, Business Development Manager, The Maritime League

13:30 – 14:30 Networking Buffet

14:30 -15:15 Panel #3 Crew Wellness & Resilience

Moderated by Apo Belokas, Managing Editor, SAFETY4SEA

- Crew challenges & alarming trends
- Addressing mental health: strategies & initiatives
- The role of leadership in seafarers' overall wellbeing
- Digitalization, green transition and other factors impacting seafarers
 - **Jose Albar G. Kato**, Vice President for Internal Affairs, FAME
 - **Dr. Christian Angelo P. Lubaton**, Medical Director, Nordic Medical Clinic
 - **Chester Quintal, Helpline Manager**, International Seafarers' Welfare & Assistance Network (ISWAN)
 - **Allan Raymund Olano**, General Manager, Philippines, Green Jakobsen Inc.
 - **Stella Kiss**, General Manager, Mental Health Support Solutions (MHSS)

15:15 – 16:15 Panel #4 Seafarers' Panel

Moderated by Apo Belokas, Managing Editor, SAFETY4SEA

- Pros and cons of pursuing a career at sea
- Current challenges for people at sea
- Barriers for social life onboard
- How to make seafaring attractive
 - **Jeffrey Aldas**, Chief Officer, Philippines Coordinator, Adopt-A-Ship
 - **Arvin Alonzo**, Chief Mate, Döhle Seafront Crewing (Manila), Inc.
 - **Brix John Cordova**, Third Mate, Döhle Seafront Crewing (Manila), Inc.
 - **Ismael Ibarra**, Second Officer, Magsaysay Maritime Corporation and Arcadia Shipmanagement Co. Ltd
 - **Marianne Camille Pastolero**, Fourth Engineer, Grindrod Shipping Pte Ltd
 - **Jhovine Delos Reyes**, Second Officer, Magsaysay Maritime Corporation
 - **Chris Joseph C. Soledad**, Second Officer, PTC Ship Management

16:15 – 17:15 Panel #5 Experience Transfer & Best Practices

Moderated by Apo Belokas, Managing Editor, SAFETY4SEA

- Key challenges & opportunities for the maritime industry
- Best practices for crew resilience and a more sustainable future
- The role of leadership
- Competency requirements of seafarers

- **Capt. Fanis Chatzikampouris**, Vetting Manager & CSO, HSQE & Crew Dept Overseer, Arcadia Shipmanagement Co Ltd
- **Dr. Angelica Baylon**, External Relations Director, MAAP
- **Atty. Iris Baguilat**, President, Döhle Seafront Crewing (Manila), Inc.
- **Jay Babera**, Vice President, PH Crewing Operations, OSM Thome

17:15 Forum Closing

REFLECTION PAPER	
3rd SAFETY4SEA, MANILA FORUM	April 23, 2024
1CL De Leon, Fabiene Leon Chester G.	BSMT
1CL Lingad, Edson R.	BSMT
1CL Atanacio, Renschel U.	BSMT
1CL Consignado, Neil D.	BSMT
1CL Caditan, Martina Claire D.	BSMT

In the wake of the vibrant atmosphere and intellectual exchange at Safety4Sea, we found ourselves immersed in a sea of thoughts, and newfound perspectives. Safety4Sea served as a crucible where diverse minds converged, each bringing their unique expertise, experiences, and insights to the fore. From captivating keynote speeches to thought-provoking panel discussions, every moment was an opportunity to delve deeper into the realms of Maritime Industry.

One of the pivotal moments of the conference was the keynote address by Gerardo A. Borromeo, whose impassioned discourse on *The future of Seafaring in an age of safer, smarter, greener shipping* left an indelible mark on our consciousness. Their ability to intertwine academic rigor with real-world applications sparked a fervent dialogue among attendees, igniting a flame of inspiration that continued to burn throughout the event. One factor emphasized on Sir Borromeo's topic was about the future generations being the key to the maritime industry progression. He defined the strategic supply chain system as a process of talent acquisition, development, and deployment. The industry leaders need to act fast to evolve, transcend, and renovate.

Furthermore, the panel discussions provided a multifaceted exploration of Changes in the Maritime Industry, offering diverse perspectives from esteemed experts in the field. Engaging in these sessions not only broadened our understanding of the subject matter but also challenged our preconceived notions, prompting me to reassess my perspectives and embrace a more nuanced approach to AI or Decarbonization.

Panel number 2 discusses soft skills and training. In this panel, Critical qualities of a leader and the core soft skills being required of officers onboard were identified. It was highlighted that good leadership is needed onboard in order to provide a more safe environment for the ships and all its crew. One of the main causes of accidents, which is multitasking, was also

tackled and the reason behind it such as administrative burden, insufficient crewing, and others. Different comments of the panelist are about the solutions on how to solve these problems. It was discussed also that those subordinates onboard were also needed to be encouraged to speak up and remove the sub-culture of just following orders without critically thinking about its results. An environment onboard where everyone is not being afraid to speak up is best for the overall performance of the crew.

Another critical aspect of safety at sea is the importance of crew welfare and healthy lifestyle onboard. Panel 3 covers the holistic health of every seafarer. The welfare of these seafarers is not only a moral imperative but also a crucial component of maritime sustainability. The discussion explores the multifaceted dimensions of crew welfare, delving into its importance, challenges, and the pathways towards fostering a culture of care and support. It also tackles the most controversial issue which is sleep deprivation, as one of the main causes of accidents onboard. Sleep deprivation poses significant risks to the physical and mental well-being of crew members, as well as the safety of maritime operations

In the journey towards maritime sustainability, it also discusses the ability of the crew to express ideas and speak up with questions. By improving the report of incidents and near misses, we can engage more to speak up. Clear and open communication plays a pivotal role in mitigating risks, preventing accidents, and promoting a culture of safety onboard ships. Seafarers must feel empowered to voice concerns, report hazards, and communicate effectively with fellow crew members, superiors, and shore-based personnel. By speaking up, individuals can identify potential hazards, address safety issues proactively, and contribute to the overall resilience and effectiveness of maritime operations.

The welfare of crew members serves as a compass guiding our efforts. By prioritizing their well-being and embracing sustainable practices, we not only fulfill our ethical responsibilities but also foster a resilient and thriving maritime industry. As we navigate the seas of change, let us remain steadfast in our commitment to nurturing the welfare of those who brave the waters, ensuring that they find support, courage and dignity in their voyage.

Panel 4 were the group of Filipino men and women seafarers who have different ranks and experiences from the moment they enter the seafaring career. They were asked several questions from the delegates and their insights provided a new perspective to all the listeners with regards to different topics being discussed. This

Dr. Angelica Baylon's words encapsulate the essence and significance of the entire event. With eloquence and insight, they distilled the myriad discussions, presentations, and interactions into a cohesive narrative, emphasizing key themes and insights that emerged throughout. The Panel 5's ability to synthesize complex ideas and perspectives into a coherent message left a lasting impression, resonating with attendees long after the event's conclusion. As we ponder their reflection, we are reminded of the power of effective communication to inspire, educate, and unite individuals towards common goals. Their words serve as a beacon, guiding us forward with renewed clarity and purpose, as we continue to navigate the complexities of our shared journey.

Beyond the intellectual stimulation, the conference served as a catalyst for personal growth and professional development. Networking sessions provided invaluable opportunities to connect with like-minded individuals, fostering meaningful exchanges and laying the groundwork for potential collaborations.

Moreover, engaging with fellow attendees from diverse backgrounds enriched our perspective, offering fresh insights and alternative viewpoints that broadened our horizons. Through these interactions, we gained a deeper appreciation for the interconnectedness of our collective experiences and the transformative power of collaborative dialogue.

While the conference was undoubtedly a source of inspiration and enlightenment, it also presented its share of challenges. Navigating the sheer breadth of topics and information presented required a concerted effort to prioritize and synthesize key takeaways. Additionally, the absence of face-to-face interaction in virtual settings posed its own set of challenges, necessitating adaptability and innovative approaches to engagement.

However, amidst these challenges lay abundant opportunities for growth and discovery. Embracing the discomfort of uncertainty, we found ourselves propelled out of our comfort zone, ready to confront new challenges with resilience and resourcefulness.

As we reflect on the myriad experiences and insights garnered from Safety4Sea, we are filled with a renewed sense of purpose and determination. Armed with newfound knowledge and a network of supportive peers, we are inspired to embark on the next phase of our journey with unwavering resolve and enthusiasm.

Moving forward, we are committed to applying the lessons learned and fostering meaningful change within our professional sphere and beyond. With each step forward, we carry with us

the invaluable lessons and cherished memories of Safety4Sea, forever grateful for the transformative impact it has had on our personal and professional trajectory.



**MARITIME ACADEMY OF ASIA AND THE PACIFIC
KAMAYA POINT**

Associated Marine Officers' and Seamen's Union of the Philippines-PTGWO-ITF
Kamaya Point, Barangay. Alas-asin, Mariveles, Bataan

19 APRIL 2024

TO : DIRECTOR, DEPARTMENT OF MIDSHIPMEN OF AFFAIR
FROM : MIDN ICL DE LEON, FABIENE LEON CHESTER G
SUBJECT : REQUEST FOR APPROVAL

Sir,

1. The undersigned midshipman would like to request your approval in the upcoming **3rd SAFETY4SEA Manila Forum**, scheduled to take place on **Tuesday, 23rd of April 2024**, at the **Sofitel Philippine Plaza Manila, Philippines**.
2. The **3rd SAFETY4SEA Manila Forum** serves as a vital platform for maritime industry professionals, stakeholders, and experts to convene and discuss pertinent issues concerning safety, security, and sustainability within the maritime sector. This year's forum promises to be an enriching experience, featuring insightful discussions, interactive sessions, and networking opportunities aimed at fostering collaboration and knowledge exchange.
3. The forum is scheduled as a full-day event, commencing at **0900H** and concluding at **1700H**, providing ample time for engaging discussions and meaningful interactions.
4. Here is the list of midshipmen who will be participating in the said forum:

NAME	MIDN NO.	CLASS	PROGRAM	SCHEME
De Leon, Fabiene Leon Chester G.	M-6864	2024	BSMT	2-1-1
Lingad, Edson R.	M-6972	2024	BSMT	2-1-1
Atanacio, Renchel U.	M-6768	2024	BSMT	2-1-1
Consignado, Neil D.	M-6846	2024	BSMT	2-1-1
Caditan, Martina Claire D.	M-6819	2024	BSMT	2-1-1

5. The five (5) midshipmen became acquainted with the SAFETY4SEA Forum through the commendable efforts of **Dr. Angelica M. Baylon, MAAP's External Relations Office (ERO) Director**.
6. In this regard, we would like to request **one (1) camera** of MAAP Productions to be withdrawn for documentation purposes.
7. If approved, the said leave will commence on the **23rd of April 2024** at **0400H** until **2300H**.



**MARITIME ACADEMY OF ASIA AND THE PACIFIC
KAMAYA POINT**

Associated Marine Officers' and Seamen's Union of the Philippines-PTGWO-ITF
Kamaya Point, Barangay. Alas-asin, Mariveles, Bataan

8. Hoping for your kind consideration and approval.

Requested by:

fab.

DE LEON, FABENE LEON CHESTER G.
MIDN 1CL "B" COY

[Signature]

APPROVED / DISAPPROVED
CAPT. GERLO L. LECHICO PN (RET)
DIRECTOR, DMA



**MARITIME ACADEMY OF ASIA AND THE PACIFIC
KAMAYA POINT**

Associated Marine Officers' and Seamen's Union of the Philippines-PTGWO-ITF
Kamaya Point, Barangay. Alas-asin, Mariveles, Bataan

19 APRIL 2024

TO : DEAN OF ACADEMICS
FROM : MIDN 1CL DE LEON, FABIENE LEON CHESTER G
SUBJECT : REQUEST FOR EXCUSE FROM CLASSES

Sir,

1. The undersigned midshipman would like to request from your good office an approval for excuse from classes on **23rd of April 2024 (Tuesday)**, for the purpose of participating in the **3rd SAFETY4SEA Manila Forum** under the supervision of the **MAAP's External Relation Office (ERO) Director, Dr. Angelica M. Baylon**.
2. Attached herewith is the list of first class midshipmen from section Acamar who will conduct the said **Official Business Leave**.
3. If approved, this letter will serve as an attachment to the Request for Official Business for the Director of the Department of Midshipmen Affairs.
4. Hoping for your kind consideration and approval sir.

SECTION ACAMAR
1. 1CL DE LEON, FABIENE LEON CHESTER G.
2. 1CL ATANACIO, RENCHEL U.
3. 1CL LINGAD, EDSON R.
4. 1CL CONSIGNADO, NEIL D.
5. 1CL CADITAN, MARTINA CLAIRE D.

5. Hoping for your kind consideration and approval.



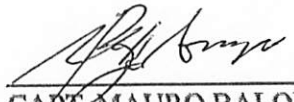
**MARITIME ACADEMY OF ASIA AND THE PACIFIC
KAMAYA POINT**

Associated Marine Officers' and Seamen's Union of the Philippines-PTGWO-ITF
Kamaya Point, Barangay. Alas-asin, Mariveles, Bataan

Requested by:


DE LEON, FABIENE LEON CHESTER G.
MIDN 1CL "B" COY


CAPT. TEOFILO ATIENZA
INSTRUCTOR / SEAM 6


CAPT. MAURO BALOMAGA
INSTRUCTOR / SEAM 5


MS. CAROLINE DACWAG
INSTRUCTOR / RESEARCH


CAPT. VAN ANGELO VILLEGAS
INSTRUCTOR / NAV 7

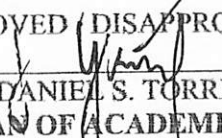
APPROVED / DISAPPROVED

CAPT. DANIEL S. TORRES JR.
DEAN OF ACADEMICS

PHOTO DOCUMENTATION REPORT

April 23, 2024 . Sofitel Hotel, Manila, Philippines

SAFETY4SEA 2024 MANILA FORUM

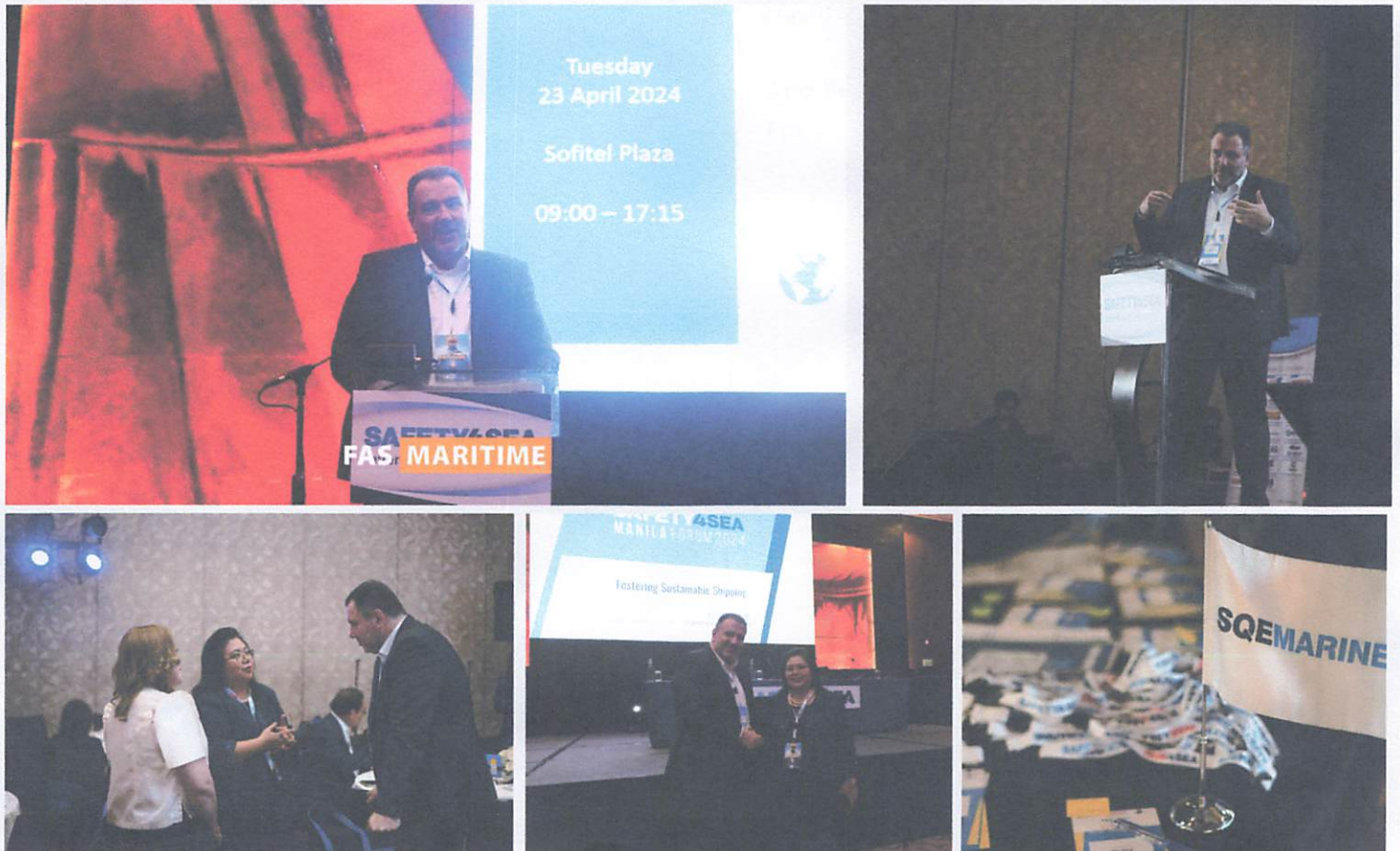
About the Event

The event focused on the various challenges that the industry is currently facing, highlighting best practices to foster an attractive and sustainable environment onboard for its crucial workforce, our seafarers. The event was organized by SAFETY4SEA having the American Club, MacGregor, and SQE MARINE as the lead sponsors. More sponsors of the event included the following organizations: Arcadia Shipmanagement Co. LTD, Blue Planet Shipping Ltd, Capital-Executive Ship Management Corp., Capital Gas Ship Management Corp., Capital Shipmanagement, Columbia Ship Management, Eastern Mediterranean Maritime Limited (EASTMED), EURONAV, Green Jakobsen A/S, I.M.A. Assessment & Training Center, ISF Group, INTERNATIONAL REGISTRIES, INC., Latsco Marine Management Inc., Magsaysay Maritime Corporation, OneCare Solutions, RISK4SEA, and SEAFIT.

Opening

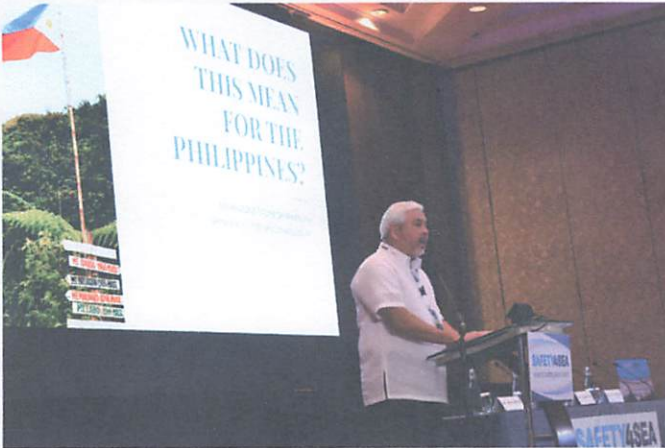
Opening the event, **Apo Belokas**, Managing Editor of SAFETY4SEA, welcomed the attendees and speakers, expressing gratitude to all event sponsors and supporters. He also presented key insights from the 2023 SEAFIT

Survey, which found that the top priority for seafarers is maintaining communication with their families. In response to the findings of the survey, SAFETY4SEA has initiated a petition urging industry leaders to back free internet access for maritime personnel to improve their welfare. Apo Belokas urged everyone to get involved in the initiative by signing, spreading the word, and participating actively, emphasizing the chance to significantly improve connectivity onboard.



Opening

Gerardo Borromeo, Vice-Chairman and Chief Executive Officer of PTC Holdings Corporation, delivered the opening keynote address, highlighting current industry trends such as the advancement of digitalization and decarbonization as maritime operations enter a new era. He emphasized that while these changes present challenges for companies to adapt to, they also pose a reality for many seafarers who struggle to keep up and maintain high standards in their jobs. Therefore, taking into consideration and caring for the welfare of seafarers has become more important than ever.



Focus Presentation: Human factors in Decarbonization Era

- ◇ **Apo Belokas**, the Managing Editor of SAFETY4SEA, delivered a focus presentation which explored the role of human factors in the decarbonization era, as well as the role of human factors in ensuring safety and Port State Control compliance onboard.

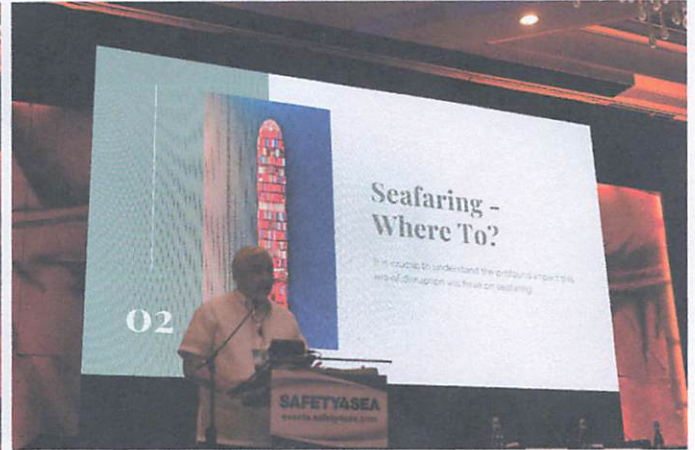
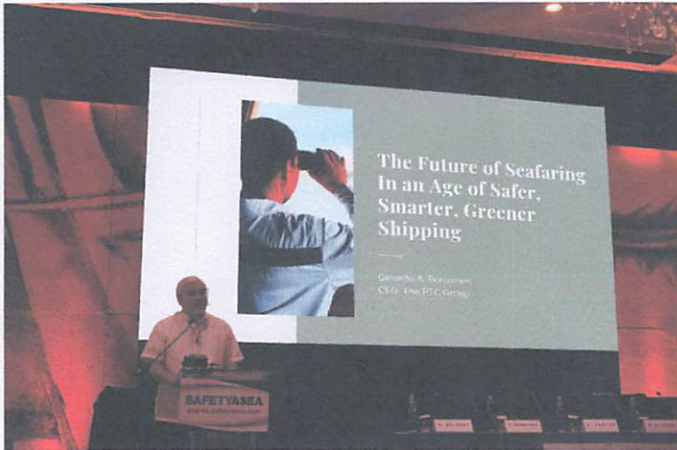


- ◇ During the first panel discussion, **Vadm. Eduardo Ma R. Santos**, President of the Maritime Academy of Asia and the Pacific (MAAP), and **Capt. Nicolo S. Terrei**, Director of I.M.A. Assessment and Training Center, Inc., shared their valuable insights on the evolving landscape of maritime training. They explored ideas on how the maritime industry can overcome its crew shortage and be more attractive. They also emphasized the need for training methods and curriculums to keep pace with the advancements in decarbonization and digitalization.



◇ Session #1 Exploring the role of human factors

Gerardo Borromeo, Vice-Chairman, Chief Executive Officer, PTC Holdings Corporation, pointed out that there is a significant shortage of skilled seafarers. He emphasized that this shortage is particularly concerning as the maritime industry continues to adopt new technologies and alternative fuels, posing challenges even for experienced seafarers.



◇ Focus Presentation: The role of human factors in PSC performance

Dimitris Psarros, Business Development Manager at RISK4SEA, delivered a focused presentation on the role of human factors in PSC (Port State Control) performance. He explained that human error is a significant cause of detentions onboard, emphasizing the importance of thorough preparation before inspections to reduce the risk of errors. Dimitris Psarros also discussed how automation can assist in creating a detailed deficiency profile of local PSC stations to identify detainable items more effectively.



◇ Focus Presentation: The Role of AR/VR in transforming maritime

Pushkal Kapoor, General Manager, ISF Group, followed with another focus presentation, on new realities for the industry and the role of AR/V. In particular, his presentation explored the impact of the digital wave on the maritime industry and how AR/VR technologies are transforming training landscapes. Furthermore, Pushkal Kapoor highlighted the importance of proactively fostering safety at sea through simulation and digitalized applications.



◇ **Session #2 Soft skills and training**

Leo M. Bolivar, Country Manager, International Registries (Far East) Limited, delivered a presentation focused on the significance of soft skills for a maritime leader. He emphasized that soft skills are vital for ensuring safety and efficiency in maritime operations. Additionally, Leo M. Bolivar also pointed out various core soft skills essential for maritime leaders to effectively manage and lead their teams, ultimately contributing to the overall success and safety of maritime operations.



Dr. Mike Morales, President, MOL Magsaysay Maritime Academy, thoroughly explored leadership dynamics in his presentation, analyzing various cultural and psychological factors that influence the relationship between leaders and followers. Dr. Morales also explained that effective leadership enhances safety standards. Moreover, according to the presenter, effective leadership requires targeted coaching. As a result, he advocated for training leaders who can assess each individual and situation, adapting their approach accordingly.



Sundeep Sequeira, Sales Director at OneLearn Global, part of the OneCare Group, discussed current trends shaping the maritime industry and their impact on training methods and requirements. Furthermore, the presentation emphasized the importance of soft skills training for crew members. As the presenter noted, this approach not only helps crew members on a personal level, but also enhances their relationships with crewmates, contributing to a safer and more cooperative environment.



Giovanni Tuapin, President, Hartmann Crew Philippines, Inc., delivered a presentation that focused on the importance of integrating soft skills training alongside technical skills in the maritime industry. He emphasized that in the current transformation of the maritime sector, technical skills alone are no longer sufficient. To bridge the skills gap, there needs to be a concerted effort to develop soft skills among crew members, shoreside personnel, and leadership. Giovanni Tuapin also highlighted the challenges in implementing organization-wide soft skills training, particularly in tailoring programs to meet the diverse needs of different groups within the industry.



Pushkal Kapoor, General Manager, ISF Group, highlighted during panel discussions that soft skills are vital for ensuring safety onboard. Clear and effective communication can be crucial in ensuring safety and efficiency onboard ships. Crew members must be able to understand and convey information accurately to avoid misunderstandings and potential hazards. That is why the maritime industry should adapt its training methods to include the development of soft skills.

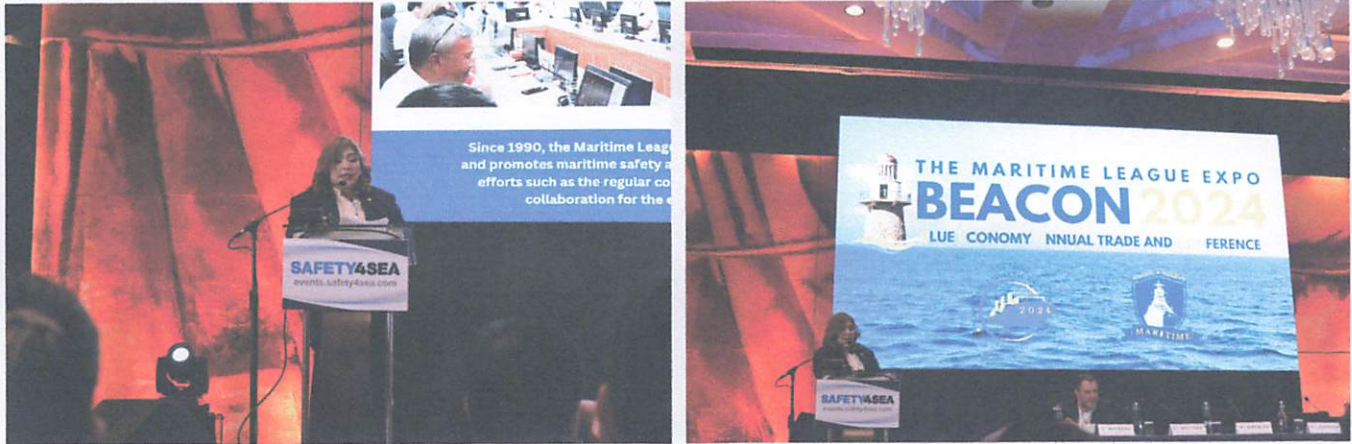


Photos during Session 1



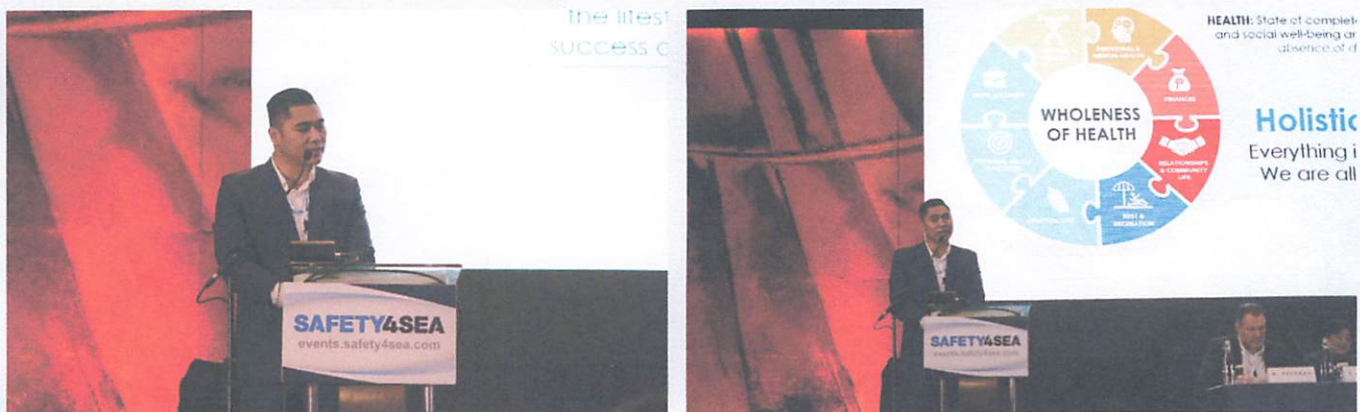
Focus Presentation: The Maritime League Event, BEACON EXPO 2024

Blanca Joy Bustamante, Business Development Manager, The Maritime League, presented key info about the BEACON 2024 event, which is set to take place from September 30 to October 2 at the SMX Convention Center in Pasay City, Philippines. The event focuses on the “Oceans of Opportunity; Sustaining Blue Economy in the Philippines” theme and covers topics like maritime logistic chain and maritime security.



◇ Session #3 Crew Wellness and Resilience

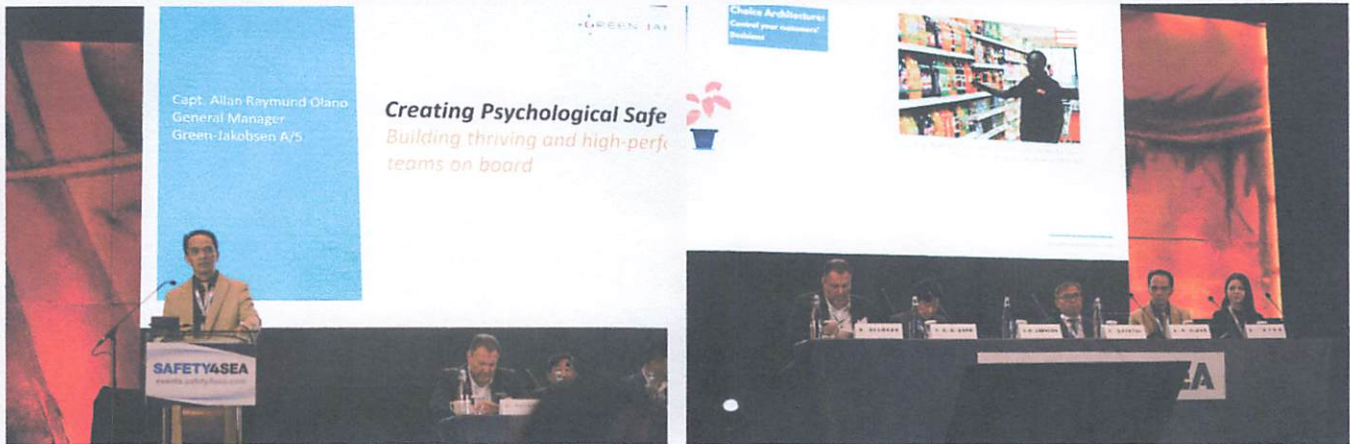
Dr. Christian Angelo P. Lubaton, Medical Director, Nordic Medical Clinic, presented ways that a holistic approach to crew welfare can be fostered. His presentation also emphasized the importance of a deliberate and intentional design of a healthy lifestyle for crew members. As he explained, while internal motivation is beneficial, it is the sustained commitment to lifestyle design that determines long-term success or failure. Furthermore, Dr. Lubaton highlighted the importance of providing onshore support and improving living conditions onboard to prioritize the welfare and health of the crew.



Chester Quintal, Helpline Manager, International Seafarers' Welfare & Assistance Network (ISWAN), delved into the various issues reported by seafarers who reach out to ISWAN's helplines, highlighting relevant trends in the industry. Chester Quintal also provided valuable insights and information on seafarers' welfare, particularly focusing on issues impacting their mental wellbeing.



Allan Raymund Olano, General Manager, Philippines, Green Jakobsen Inc., focused on the importance of psychological safety for high performance among maritime crews. He discussed the definition of psychological safety, its impact on performance and collective intelligence, and the role of on-board leaders in fostering an open and trusting atmosphere. Alan also introduced the Human Performance Dashboard, which allows vessels, fleets, or organizations to visually assess their performance in various areas, including psychological safety.



Stella Kiss, General Manager, Mental Health Support Solutions (MHSS), highlighted the importance of mental health in ensuring a happy and safe crew that can keep up with the demanding conditions of living and working at sea.

◇ Session #4 Seafarers' panel

In this panel discussion, seafarers provided a firsthand perspective on the current challenges the maritime industry has to face, particularly relating to personnel onboard ships. They shared insights into the realities of working and living at sea and offered career guidance, highlighting the various aspects that make the maritime industry an attractive career choice for younger individuals. Additionally, the speakers addressed ways to improve crew welfare and identified key issues that need to be addressed to improve crew welfare.

SAFETY4SEA would like to thank the following seafarers who participated in the panel and shared their messages across the industry: Jeffrey Aldas, Chief Officer, Philippines Coordinator, Adopt-A-Ship; Arvin Alonzo, Chief Mate, Döhle Seafront Crewing (Manila), Inc.; Brix John Cordova, Third Mate, Döhle Seafront Crewing (Manila), Inc.; Ismael Ibarra, Second Officer, Magsaysay Maritime Corporation and Arcadia Shipmanagement Co. Ltd; Marianne Camille Pastolero, Fourth Engineer, Grindrod Shipping Pte Ltd; Jhovine Delos Reyes, Second Officer, Magsaysay Maritime Corporation; and Chris Joseph C. Soledad, Second Officer, PTC Ship Management



◇ **Session #5 Experience transfer and Best Practices**

Capt. Fanis Chatzikampouris, Vetting Manager & CSO, HSQE & Crew Dept Overseer at Arcadia Shipmanagement Co Ltd, presented on the challenges and requirements for seafarers in adapting to new technology systems on vessels' engines and managing new fuels. He emphasized the need for adequate skills, education, training, and familiarization for seafarers up to 2050. He also highlighted the importance of developing appropriate safety management procedures for emergency response and other hazardous events, as well as the need for enhanced non-technical skills, such as maintaining situational awareness and recognizing potential hazards.



Dr. Angelica Baylon, External Relations Director at MAAP, presented on the importance of experience transfer and best practices in the maritime industry. She supported the idea that promoting the transfer of experience and best practices beyond compliance can drive continuous improvement, foster innovation, and enhance sustainability and competitiveness. She also pointed out the significance of embracing a collaborative mindset, leveraging emerging technologies, and prioritizing safety and sustainability to chart a course towards a brighter future for the maritime community and the global economy.



Jay Babera, Vice President of PH Crewing Operations at OSM Thome, shared key highlights from the OSM Thome Cares Program during his presentation. As explained, the program adopts a holistic approach that emphasizes building life relationships, not just work relationships, among crew members. According to the presenter, this comprehensive approach prioritizes crew welfare by addressing various needs, including spiritual, mental, social, and physical well-being.



Atty. Iris Baguilat, President of Döhle Seafront Crewing (Manila), Inc., advocated for a holistic approach to fostering crew welfare. She emphasized that a happy crew leads to a safe crew, and highlighted that addressing welfare challenges can make the maritime industry more attractive, thereby facilitating the recruitment of new seafarers.



Photo Opportunity









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