

# WORKSHOP & SEMINAR

*Topic: Habits of Highly effective Teachers in transfer of Soft skills towards mental health of Seafarers was conducted by Synergistic Solutions on 24th November 2018 in Navi Mumbai.*



While the Chief Guest Shri Amitabh Kumar, Additional Director General of Shipping, had to attend to national Duty, he sent a very encouraging message which is produced below:

“It was with great enthusiasm that I had agreed to be present to witness this great initiative by Synergistic Solutions to Bridge the Gap between Senior Professionals technical competence and ability to transfer those competencies especially with respect to Soft Skills. I understand similar seminar/ workshops have been conducted since 2014 at Mumbai, Delhi, Chennai and Kochi with great success.

Since the end user of Seafarers are the industry, any inaccuracies in training and building up competencies (especially soft skills), result in loss of life, property or damage to the environment as well as irreparable loss to reputations and most importantly has an impact on mental health of our seafarers. It is also innovative ideas such as Auditing Learning Systems to encourage peer to peer faculty developments, grading faculty with

regard to their ability to transfer Cognitive, Psychomotor and Affective domains of Competencies to various form of Audio, Visual and Kinaesthetic Learners (those who learn by Doing) goes beyond the mandatory requirements and are vital growth indicators of Maritime Education and development. I congratulate all the Faculty who volunteered and the Auditors of Learning Systems

The unique way in rewarding faculty by first being a student of that faculty's program is the best way that anyone could reward a teacher. I congratulate Capt Kamath for achieving a student's affirmation as the best ECDIS faculty and request that he accepts the richly deserved award.

Capt Achuthan's Book on Spirituality Leadership aptly defines the competencies for the future, given that the autonomous ships are a near future reality. I am happy that four of those competencies are being demonstrated at this workshop.

I do look forward to the outcome of the panel discussions which promises to be path breaking considering the diversified panellists across all segments of Seafarer development.”



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3. Faculty not using assessments effectively to measure transfer of learning
4. Faculty to distinguish between a presentation vs a learning creation session
5. Some technical points like possible clauses to be included in a contract

The audience feedback was TOTAL acceptance of Auditing Learning systems as a tool to enhance the quality of MET in India

### Outcomes of Panel discussions:

Facilitator Capt Ajay Achuthan, Capt H Khatri (NA, MMB), Dr Prasad Shetty (Psychiatrist), Capt Mohan Naik (Director Dynacom Tankers), Maneesh Pradhan (Director AESM), Prateek Shrivastava (Thomas Assessments), Shri Anil Achuthan (GM, MMS Maritime (India)

A case study of a seafarers contemplating suicide was read out

Given that research has discovered that in high risk performance areas the desired competencies are 30% technical and 70 percent behavioural/ soft skills, the question was - Will Shipping companies go towards building soft skills for their senior seafarers or have an additional Psychiatrist or Psychologist on Board?

The General consensus was that no way would the owners be willing to increase the manning and the only solution was to help our senior mariners with skills required to upgrade themselves. We require our senior officers to identify their gaps and the corrective action to be able to carry out counselling and ability to connect and care with all types of seafarers.

We need to move over from what we call presently Competence Training to Emotional Intelligence and Spiritual Intelligence that is being shared by Synergistic Solutions, through psychometric tests - to be carried out at entry level, and for seniors, at periodic levels. This is to be supported with counselling and coaching. - creating a buddy culture for each seafarer on board. Seniors should learn how to correct indiscipline. Those who are not fit for sea service should be

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Capt Vinay Singh agreed that the mental health of Seafarers was a real problem and shared the measures that Anglo Eastern was taking to mitigate problems arising from this.

Identifying an Emotionally intelligent Seafarer approachable to others, on each ship, Training Seniors in understanding Vital Signs of possible Mental Illness, A mandatory Community meet on Sundays on board, and few others were some of the measures listed. Capt Vinay Singh was also felicitated for his recent achievement of becoming the Global head of Anglo Eastern Manning.

The Four Faculty Capt N Rizwi, Capt Gyanendra Singh, Prakash Tendulkar and Capt H Bhartia then demonstrated vital areas of transfer to 5 students, each, under audit. The areas of transfer chosen were Listening skills, Preparing for a class room, Transactional analyses and Building trust into a contract.

The audience were very appreciative of all the efforts taken by the transferors.

The auditors comprising of Capt Mohan Naik, Capt Anand Shingatgeri, Capt H Khatri and Capt A P Singh, in their report shared the positive areas and the following areas for improvement

1. Faculty over dependent on Power point slides
2. Faculty not using Learning objectives



weeded out at entry level.

What are the psychometric tests required at entry level for seafarers?

Tests should be able to look at a seafarer cross-sectionally and longitudinally. A combination of Psychometric and Clinical analysis is required. For example tests such as MCMI, MMSI4

Every profession has ill effects on human being. Seafaring as a Profession has its own after effects, which is strongly indicative of bipolar disorders.

Since its been established that we need to enhance competencies of Senior Seafarers, do we now wait for IMO to prescribe and DGS to implement, or do we implement collectively the need to develop soft skills in seniors?

The View of the Government officers was that company should invest in this build-up of skills. Many companies felt they were already doing what's necessary. The question of whether other Complaint culture companies and Seafarers would take cue and develop themselves is still an open question?

Synergistic solutions clarified that the bane of compliance culture was that, though the intention was to force one up to the safety culture, there were the indigenous ones who choose to go down the evasion culture which

finally manifested loss and blame.

The Chapter 15 of Spirituality Leadership Competency model had identified the Future competencies of Seafarers. Would India ever review this and further take this up to the IMO?

The general feeling was NO. It was left to the forward looking shipping companies to carry out that role.

Left me personally, with a desolate feeling...What then is the role of DGS towards Seafarer development? What was the DGS role in Trainer and teacher development? Why then were they authorising approvals for DOC/ SMC/ Training Institutes/ Facilitation centres if they had no role in identifying the development needs? What was their role in giving approvals? Was seafarer development the responsibility of the companies already ahead the Race?

We have a major problem developing? The problem is a gap between seniors and their commitment in developing juniors. There is a solution. Yet we have to find a political will to address that collectively.

*With inputs from Capt Ajay Achuthan*

*The proceedings of the day were streamed live on Sailor Today Tv. Download the app from Google Play Store.*

