



# TRAINING FOR SUCCESS

CRAFTING A CULTURE OF SAFETY





# ABOUT US

At Seaven, we understand the pivotal role that well-trained and skilled crews play in the success of maritime operations. As a dynamic and forward-thinking company, we are committed to delivering excellence in crew management and training.

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**Crafting a safety culture is crucial, especially in industries like shipping where safety risks are inherent.**

- Training plays a pivotal role in instilling this culture. You could cover topics like safety protocols, emergency procedures, risk assessment, and fostering a proactive mindset among employees.
- Incorporating real-life examples and interactive elements can enhance engagement and retention of key principles.

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## 1. OUR CREW TRAINING EQUATION



### 1.1 CREW TRAINING

Crew training is the cornerstone of operational success, with studies showing that well-trained teams outperform their counterparts by up to 50% in productivity and safety metrics.

### 1.2 SAFETY

Additionally, a survey conducted by the Occupational Safety and Health Administration (OSHA) revealed that companies with robust training initiatives report a 70% reduction in workplace accidents and near misses.

### 1.3 PROFITABILITY

According to personal experience and industry research, an increase up to 25% in overall profitability from crew related activities and accident and or human error prevention can occur.

# 1.4 ASSESSING TRAINING NEEDS

Crafting Tailored Training for Peak Performance.

- Before embarking on any training program, it's vital to conduct a thorough assessment of the specific skills and knowledge required for our crew's tasks.
- Research indicates that 70% of training failures can be attributed to inadequate needs assessment, highlighting the critical importance of this step.
- Through structured needs assessments, we can identify skill gaps, training priorities, and performance objectives tailored to our crew and operational context.
- By involving stakeholders and subject matter experts in the assessment process, we ensure alignment with organizational goals and industry standards.
- Ultimately, a robust needs assessment serves as the foundation for designing a targeted and effective training curriculum that meets the unique requirements of our crew and mission.

## 2. TRAINING METHODS

Selecting the most appropriate training methods is pivotal for engaging and effectively educating our crew. Let's delve into this process:

### 01.

#### **UNDERSTANDING OPTIONS**

Each method comes with its own set of strengths and weaknesses. Traditional classroom instruction, for instance, fosters direct interaction but may lack flexibility. Hands-on simulations offer immersive experiences but require resources. Online learning modules provide flexibility but may lack real-time feedback.

### 02.

#### **LEVERAGING METHOD SUITABILITY**

By understanding the unique characteristics of each method, we can tailor our training approach to suit specific learning objectives and crew preferences. For instance, combining classroom instruction with hands-on simulations can provide a be used as lectures.

### 03.

#### **MAXIMIZING TRAINING EFFECTIVENESS**

By exploring strategies for maximizing the effectiveness of chosen methods, such as incorporating interactive elements, providing opportunities for practice, and ensuring accessibility across different learning styles.



## 2.1 INSTRUCTOR TRAINING

Effective training delivery hinges on the expertise of our instructors. Here's what we'll cover:



- Trained and experienced instructors are essential for delivering engaging and effective training sessions. They serve as guides, mentors, and facilitators, shaping the learning experience for our crew.
- Huge significance of ongoing instructor training and development to maintain high standards of content delivery.
- Incorporating interactive techniques such as group discussions, case studies, and role-playing to enhance learning engagement and retention.
- Let's also highlight the importance of offering timely feedback, addressing learner questions and concerns, and providing additional resources as needed.



## 2.2 HANDS-ON EXPERIENCE

Practical application is the cornerstone of effective learning. Here's why hands-on practice is essential:

### 01.

#### **REINFORCING THEORETICAL KNOWLEDGE**

Hands-on practice bridges the gap between theory and real-world application. By engaging in practical exercises, crew members solidify their understanding of theoretical concepts and develop the skills necessary for success.

### 02.

#### **BUILDING CONFIDENCE**

Through hands-on practice, crew members gain confidence in their abilities. By actively participating in simulations, drills, and supervised exercises, they become more proficient in handling tasks and challenges they may encounter in their roles.

### 03.

#### **MAXIMIZING TRAINING EFFECTIVENESS**

By exploring strategies for maximizing the effectiveness of chosen methods, such as incorporating interactive elements, providing opportunities for practice, and ensuring accessibility across different learning styles.

### 04.

#### **SUPERVISED EXERCISES**

Supervised exercises offer opportunities for hands-on learning under the guidance of experienced instructors. Crew members receive immediate feedback and support, enabling them to refine their techniques and address any areas for improvement.



## 3. OUR TRAINING CURRICULUM

Designing an effective training curriculum is like architecting a blueprint for success. It involves meticulous planning and consideration to ensure optimal learning outcomes and operational readiness.



# 3.1 THE 10 STEP PROCESS

For crafting a robust training curriculum involves several essential steps:

1. Assess Needs
2. Set Objectives
3. Segment Content
4. Balance Theory and Practice
5. Stay Adaptable
6. Sequence Progression
7. Incorporate Feedback
8. Apply Instructional Design
9. Allocate Resources
10. Evaluate Continuously

## 3.2 SAFETY PROTOCOLS

Establishing comprehensive safety protocols is crucial in the shipping industry to safeguard personnel, vessels, and cargo.

Here's a breakdown of essential elements:

- **Personal Protective Equipment (PPE)**
- **Equipment Maintenance Checks**
- **Safe Operating Practices**
- **Emergency Response Plans**
- **Cargo Handling Protocols**
- **Navigation and Collision Avoidance**
- **Environmental Protection Measures**



### **Identify Hazards**

- Recognize workplace hazards such as physical, chemical, biological, and ergonomic risks. Encourage hazard reporting.

### **Assess Likelihood and Severity**

- Train on evaluating the probability and consequences of hazards using risk assessment tools.

### **Incident Investigation**

- Train designated personnel in thorough incident investigation to identify root causes and prevent recurrence.

### **Proactive Safety**

- Foster a proactive safety culture by encouraging employee participation in hazard identification and safety improvement.

### **Continuous Improvement**

- Emphasize regular review of risk assessments and incident trends, and encourage employee feedback for ongoing safety enhancement.

## **3.3 RISK ASSESSMENT TRAINING**

## 3.4 EMERGENCY PROCEDURES

Preparing employees to respond effectively to emergencies is paramount in ensuring the safety of personnel, vessels, and cargo:

- Emergency Response Team (ERT)
- Emergency Communication Protocols
- Evacuation Procedures
- Fire Safety and Response
- Collision and Grounding Response
- Medical Emergency Response
- Post-Emergency Procedures

**Providing support services for affected personnel, including counseling and rehabilitation, following traumatic incidents.**

**Regular training, drills, and continuous improvement are essential for ensuring the effectiveness of emergency procedures and the ability of crew members to respond swiftly and decisively to emergencies at sea.**



## 4. PROACTIVE SAFETY CULTURE

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- Accountability: Stress individual responsibility for safety.
- Near Miss Reporting: Encourage reporting for prevention.
- Active Participation: Engage all in safety initiatives.
- Collaboration: Foster open communication.
- Lead by Example: Management prioritizes safety.
- Celebrate Success: Recognize achievements.
- Ongoing Education: Continuous training empowers.
- A proactive culture ensures workplace safety.

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## 4.1 TRAINING IS A JOURNEY, NOT A DESTINATION.



### ADAPTING TO CHANGE

The only constant in today's dynamic environment is change. By staying attuned to industry trends, technological advancements, and regulatory requirements, we can adapt our training program to remain relevant and effective in an ever-evolving landscape.



### FEEDBACK-DRIVEN EVOLUTION

By soliciting and incorporating feedback, we can identify strengths, address weaknesses, and refine our approach to better meet the needs of our team.



### MAXIMIZING PERFORMANCE

By regularly assessing and enhancing our training program, we empower our team members to excel in their roles, contributing to the overall success of our organization.





**THANK YOU**

**FOR YOUR ATTENTION**

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