



Fog Horn

Synergy Group Newsletter

Synergian Culture: Values with Behavior

Drones for Learning, Inspections & Ship reporting

80th Charter Day in ILOILO- Manila

Employee Experience: Freedom to Work

Photo contest

All it took for a master to run a

Happy Ship

CSR Initiatives



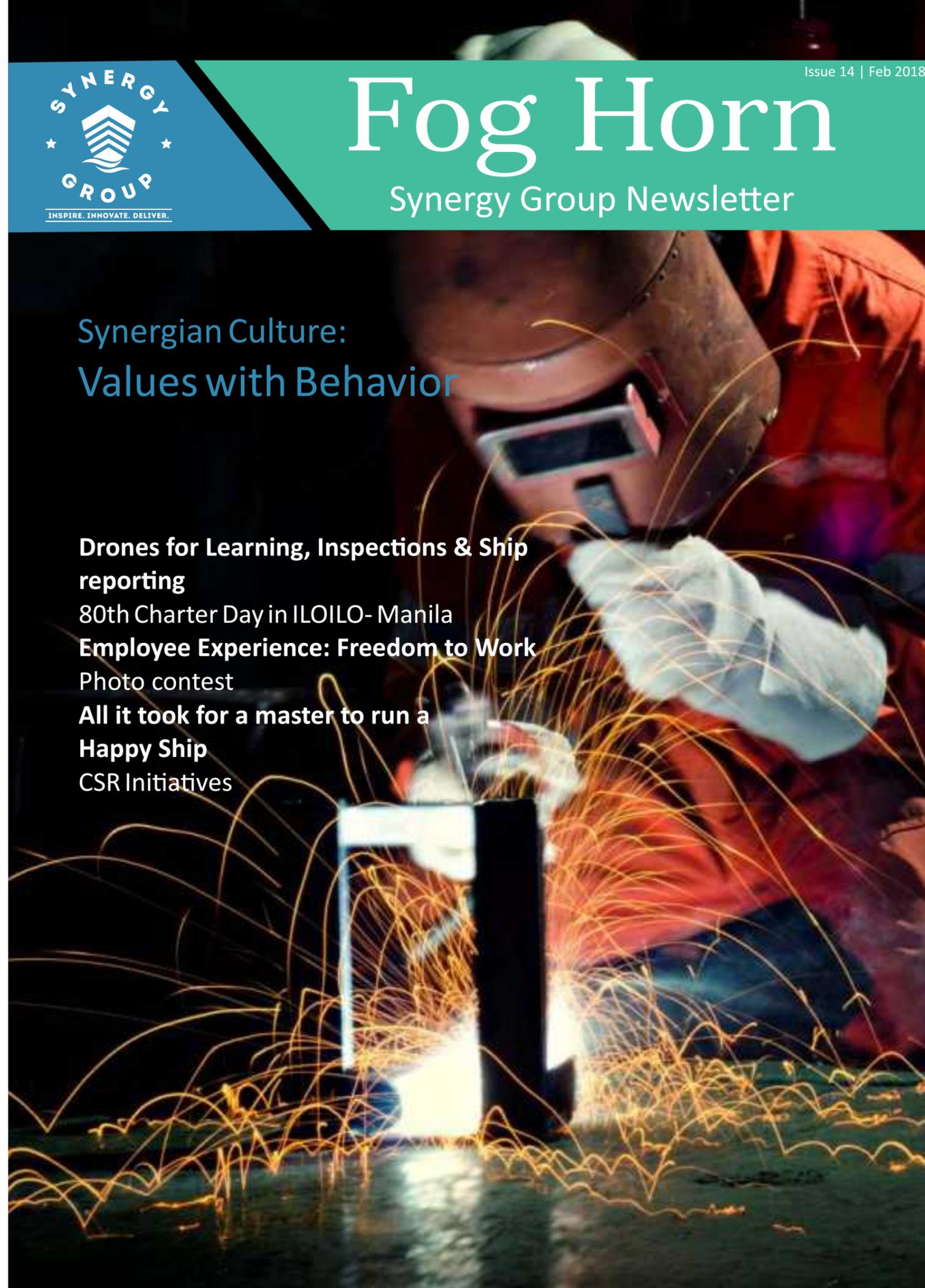
Synergy Marine Pte. Ltd.
1 Kim Seng Promenade,
#10-11/12 Great World City West Tower,
Singapore 237994.
Phone: +65-6278-8233
Website: www.synergymarinegroup.com

We Want to Hear From You!

Fog Horn is an initiative to bring together all members of the Synergy Family – our seafarers, shore staff, family members as well as the stakeholders. We would love to hear from you and have your contributions in forthcoming issues as well as for the website. You may share a write up on an inspiring event or your own experience on-board or ashore, a joyous occasion in your family, stories about life, health, fitness, photographs, sketches, drawings by children, poems, get together's or just jokes! Write to us at editorialteam@synergymarine.sg



Follow us on



Synergian Culture: Values with Behavior	...03
Synergy Global Branding Strategy	...04
The story behind our New Logo	...05
Drones for Learning, Inspections & Ship reporting	...06
Synergy Maritime Recruitment Services Pvt Ltd. organizes its first Interactive Rating seminar	...08
80th Charter Day in ILOILO- Manila	...09
Synergy at Sunshine Radio	...09
Psychological Support-FAQ, Myths and Facts	...10
Employee Experience: Freedom to Work	...11
Tankship operations team	...12
Singapore Pravasi Express Awards 2017	...13
Photo contest	...14
Transactional to Transformational HR practices	...16
LPG/C Kailash Gas Onam Celebration	...17
What is reflective learning?	...18
All it took for a master to run a Happy Ship	...19
CSR Initiatives	...20
The Game of Life	...22
Sailor's H(e)aven	...24
Significance of Akshay Tritiya (Did you know?)	...24
Games & puzzle	...25
Lil Champs	...26
Sports	...27



Dear Team,

May you all have a fabulous 2018 ahead.

As another new year unfolds, I would like to speak to everyone about organisational culture. The culture of any company includes values, beliefs, attitudes and behaviours that the employees practice and share daily at work. This culture determines how one describes where they work, how well they understand the business, and how they see themselves as a contributing part of the organisation. Put simply, culture is a shared way of doing things, and that is a very crucial component for the success of any company.

I believe that at Synergy, we follow a culture that equals values plus behaviour. When Synergy was founded, it was built around our core values. We took a pledge that if we had to thrive, we need to treat everyone working with us in the same way that we would like to be treated. This has been the root culture at Synergy to treat everyone with respect and dignity. Perhaps, this could be one of the key reasons why we have achieved much in a short time.

We as an organisation own a strong and stated set of values and when people act by them, our culture will be healthy. At the same time, we need to hold people accountable for the values espoused. Putting “honesty” or “integrity” on a wall does not make sense unless one is willing to confront those who consistently fail to uphold the values, regardless of performance.

We have a defined set of goals and a specific timeline of two years in which these need to be accomplished. Various teams will be tasked with their respective assignments. We will also be setting up measurable metrics to evaluate our output. And most importantly, we should seek potential outcomes to show for our efforts. For this, we as a team should believe in ourselves and work with a positive mind set.

Synergy as an organisation is known for various abilities. But it is time for the industry to recognise us for our culture. We are living in an exciting ever-changing world, where our industry experiences so many advancements with every sunrise. This is our moment to seize and to make a difference. I urge all of you to give your best so that we as a team can leave our mark. As we move forward to make our pitch for glory, let us not rest on our past laurels. Let us make efforts to improve every step of the way. And that includes me as well. As someone said

“The strength of the team is each individual member. The strength of each member is the team.”

May we strive to create an impactful culture.

On this note, let me wish you all a great and fulfilling year ahead. ■

Stay Safe, Stay Blessed.

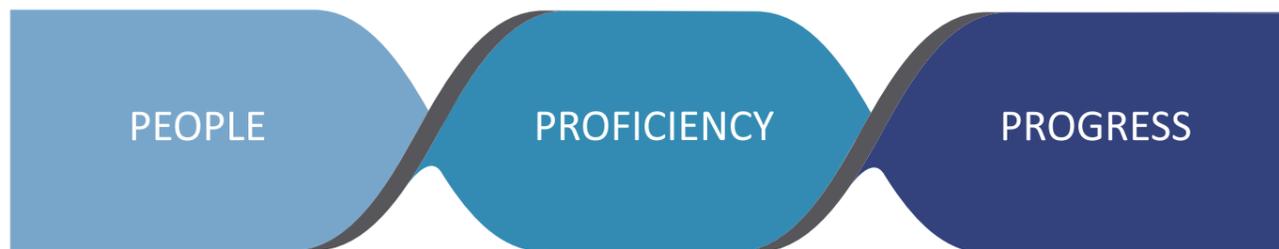
Capt. Rajesh Unni
CEO, Synergy Group

Synergy Global Branding Strategy

Strategic planning of any kind in an organization begins when a team defines its direction. Strategy can have many definitions, but they all involve setting goals, determining actions to achieve the goals, and mobilizing resources to execute the steps. Strategic planning as a process, therefore, has inputs, activities, outputs, and outcomes.

As far as strategic planning at Synergy is concerned, the direction has always revolved around 'People, Proficiency, and Progress.' The success of Synergy lies in the right combination of people, proficiency, and progress. With these three P's, we are embarking on a branding journey with an international public relations agency.

- Y PEOPLE: the right skills, the right values
- Y PROFICIENCY: aspire to be the best in business
- Y PROGRESS: seeking improvement, delivering efficiency



To elaborate our journey, we are a team of high-performing people, and we deliver safety driven top-notch services and are partnership oriented. As we act on behalf of the ship owners, we are on the same page as them but will not compromise on our core values. With a broad ship management experience, industry know-how and avant-garde technology we have the proficiency to take on the best in the world. Our In-depth and global understanding of shipping ecosystem combined with our professional infrastructure gives us the competitive edge. As an organization, we have a progressive attitude, and at the same time, we continuously seek improvement. One of the principal reasons why we have been able to deliver asset stewardship and enhanced profits is because of our operational efficiency and alert response system.

Today, as we chart a new path in our journey, it is time to remember our past experiences, be it success or failure and learn from them. Synergy accomplishes as a team only when we as individuals believe in co-operation and collaboration to achieve our shared goals. We aspire to be better and are working with the best in the industry concerning partnering. And let us always strive to remember the foundation on which our organization was built. It is integral to our identity.

We have set ourselves higher goals and larger ambitions. But to fulfill them, we as a team should believe in individual responsibility and work towards its fruition. Let's us focus on our strengths and work on our weakness and together we can change the maritime industry. The only thing we need to believe is that it is possible ■

Rasita Anand
Head, Media & Policy Initiatives

The story behind our New Logo

At Synergy, by core, we are all sailors, and that is what steers us forward. Our passion lies with sea, ships and love for seafaring. We seafarers, are known to have these innate abilities of being bold, adaptable, team player and loyal with the sight of a sea hawk towards our surroundings. These remarkable qualities are the one that set us apart from the rest of the crowd and helped build the fundamentals for Synergy.

The core values with which Synergy was founded continues to remain as the brand personality and attitude of everyone in the organization. In the last decade, we have created a niche in the shipping and crew management industry with consistency and credibility. Today we compete with the best and are an iconic global entity, imparting a new crest in the industry and operating from multiple maritime centres across the globe.

Over the years, we were able to attain this achievement by being consistent in maintaining the perfect balance between ethics and employees.

In 2016, as a part of our 10th-year-anniversary celebrations, we unveiled our new group logo. It was a surprise move, and many were not aware of why this change was incorporated. The thought process behind this revision was to personify our brand globally and give it a uniform visual Identity.

Let me take this opportunity to brief the story behind the concept and evolution of our new logo.

The ship in its Bow form synonymous with the industry is the essence of our business, and hence the symbol of our strength. The stripes of an epaulette, stand for our people who have delivered with efficiency and precision and driven us to perfection. The shield-form well embedded in the identity symbolizes the aspect of safety, which is also deeply ingrained in everyone associated with this company. The font colors were retained from the initial identity to signify technology & efficiency. The font type is bold & robust to symbolize that we are growing and will continue to achieve newer horizons.

Our tagline 'Inspire, Innovate, Deliver' captures the inspiration for the brand to be technology-oriented and deliver innovative solutions at every step making ship management more efficient than ever before.

The new logo of Synergy Group showcases our success trail and promises to not just raise the bar, but be the bar in the future for others. ■

UVR Krishnan
Head, Technical Team



Drones for Learning, Inspections & Ship reporting



With advancement in technology, Quadcopters or Remotely Operated vehicles (ROVs) more commonly known as Drones have taken a prime importance in maritime industry.

Drone has also been used in recent times for offshore windmills, to remotely check for any damage on the rotors and fins, extensive usage is on oil rigs and giant platforms, checking for any malfunction / leakage and structural failures giving a wider reach to areas which is difficult to access by humans.

Manual inspections also demand for the machinery/ the plant to be made inoperative during the process, However, drones can be used even while the plant is still running. This keeps the productivity going, is very cost effective, efficient utilization of time and labour, and most important is of immense use to access remote parts where safety is a big concern for a manual inspection. In our words, we call this as survey without scaffolding.

Wifi mode enables anyone to access the inspection live, as a result of which many classification societies have approved use of drones for cargo hold and hull inspections. To create a safety barrier between the drone and the vessel, these drones are equipped with safety cages which are supported by gimbals which ensures that the drone stays horizontal always. These drones also come fitted with bright headlamps, IR and advance night vision camera making them suitable even in conditions with low lighting.

ROV's are playing a key role in research and operations with various projects being kick started across globe.

1. Ship Inspections

ROV's are the future for ship inspections with state of art technologically advanced drones emerging everyday which can retain their position, has in built GPS, obstruction sensors in all directions makes them perfect and safest fit for hull and tank inspections.

2. Delivering stores/ spares for vessels in transit

Cost for barge to deliver a kg of product can reach up to USD 1000, Drones speciality to deliver to the desired location with GPS makes it the most cost effective and time saving option to deliver spares to vessels.

3. Maritime surveillance

Being forewarned is forearmed!
Maritime surveillance is of utmost importance in Pirate sensitive areas. Drones are safer to do a spot assessment by armed forces and armed maritime guards for any suspicious target.

Difficulties posed:

- Radio operated drones are still unavailable for underwater hull inspections, but are being developed under intense research.
- Intrinsic safe drones are also being developed for use in hazardous areas as well.

- Drone laws in each country is different pertaining to the safety of general public as well as aviation and military limitations of "No Fly Zone" areas in a country.

The Future:

ROV's will be of immense use in remotely operated ships (the autonomous ships) / un-manned ships. These drones will be strategically placed on board vessel, and can be controlled remotely from shore to investigate issues in the middle of the ocean.

So what we can foresee in near future is training and empowering seafarers in safe and effective means of flying drones to meet industry's requirement. ■

Capt. Venkataraman
Senior Marine Superintendent



Synergy Maritime Recruitment Services Pvt Ltd. organizes its first Interactive Rating seminar



- Valsad, Gujarat on 16th June 2017,
- Diu, Gujarat on 4th November 2017

The first ever interactive seminar for Ratings was held at Valsad, Gujarat on 16th June, 2017, organized by Synergy. Our reputation of adhering to our core values of transparency, integrity, consistency and credibility makes us thrive to attract the right talent and provide them with a conducive and progressive work culture.

Capt. Amit Joshi, Mrs Vaishali Karande, Mr Jason Pinto and Ms Madonna Fernanades represented Synergy. The event was also graced by the presence of Mr Bharat Bhai Tandel, MLA of Valsad and Mr Narayan, Valsad NUSI in charge. The team was overwhelmed with the response of over 500 seafarers in attendance.

Capt. Amit Joshi led the seminar with an overview of Synergy and its success stories. He apprised the audience on wide fleet of Bulk carriers, Oil tankers, Chemical tankers, Containers and Gas tankers managed by Synergy. He thanked all the seafarers for their dedication and contribution towards our growth and concluded the day with felicitating Mr. Narayan and Mr. Bharat Bhai Tandel for their whole hearted support.



SMRSPL organized the second chapter of the seminar at Diu, Gujarat, on 4th November at the exotic Azzaro Resorts and Spa. The event was well attended by over 350 ratings from across the region and was graced by Diu Municipal Councillor, Mr. Hareesh Pancha Kapadia, Mr. Dinesh Sakar Kapadia with Mr. Sukar Anjani, Diu Fisheries Officer, and Mr. Hemal Rajput, NUSI Diu.

"It was overwhelming to see all the seafarers come together in such large numbers. We have always extended our support and will continue the same in the future towards our seafarers – our greatest asset," stated Capt. Amit Joshi. ■

SMRSPL, Mumbai

80th Charter Day in ILOILO- Manila

The City of Iloilo, one of the Philippines's fastest-growing urban centres, marks another milestone as it observes its 80th Charter Day in a month-long extravaganza.

Themed "Celebrating 80 years of Ilonggo Culture and Pride," the 40-day-celebration was launched last 17th of July and concludes on 25th of Aug, a special non-working day.

The event was also an opportunity to showcase and promote Synergysgroup Operations Inc.

On 25th of Aug,2017, SGOI Iloilo joined the occasion that began with an opening parade.

To further strengthen our brand recall value, banners, posters and flyers were distributed on the venues. One of the highlight activities was the "Shoot Fest" at Camp Delgado where some of the participants were also seafarers. As the city celebrated its 80th Charter Day, our active participation also showed that SGOI was delighted to be part of this significant, meaningful, beautiful, and continuous development that happened in the city. ■

April Rose B. Acupinpin
Synergy Group operations Inc- Manila



Synergy at Sunshine Radio



SGOI Representatives were invited to be the Guest Speaker on the live radio broadcast of Sunshine Radio (Overseas Filipino Worker Radio Program) by the Show's Host, Mr. Jimmy Mendoza. SGOI aimed to capture viewers especially the seafarers to promote the company's mission, vision and commitment towards the Philippine Maritime Industry. This media exposure served as an open invite to seafarers to join SGOI's growing business with our reach being to 5000 live listeners and 3000 viewers on Facebook.

The Radio Program was telecast live within the Philippines and for Facebook users worldwide. ■

Ms. Lorena
SGOI, Philippines

Psychological Support-FAQ, Myths and facts

Dr. Sandhya Rani Ramadass from "Element H – Psychological support services", has been a consultant Marine psychologist to our synergy family since its initial years, a researcher who works predominantly with seafarers.

Over the years she has assisted in the selection and promotion, helping Synergy build its strong work force. She also offers counselling and training to Synergy employees working ashore and on board to empower them to deal with the highly challenging environment.

Being a psychologist has its pros and cons. She often encounters people who look at her with suspicious eyes and avoid eye contact with her. There are officers who deny the outcome of assessments and fight and argue with her. It has also happened that whenever a candidate is being dropped the blame conveniently is on psychometry. As Amusing as it may sound it can also hinder the candidate's involvement in the test, stressing the assessor and affecting the results.

Here are some facts about psychology and psychologist one should know about before making assumptions about it.

1. What is psychometry?

It is the assessment of an individual's abilities, perceptions, aptitudes, strengths and weaknesses using well researched and standardized tests.

2. Why is psychometry done?

It helps in identifying the best fit for the required job by analysing the job and search the right fit required for it. It is more cost effective than recruiting someone, training them and then letting them go because they don't meet the job expectations. A person who doesn't fit will have poor job satisfaction and would himself quit.

3. When should it be done?

Psychometry is conducted during selection, promotion, counselling, and training.

4. How should it be done?

It is administered by a trained psychologist in a safe and disturbance free environment during a specific time as required by the test.

5. Where should it be conducted?

It should be conducted in the designated space like a distraction free separate room or the psychologist's office. Care should be taken during online assessment to keep the environment distraction free.

Breaking some myths regarding Psychometry

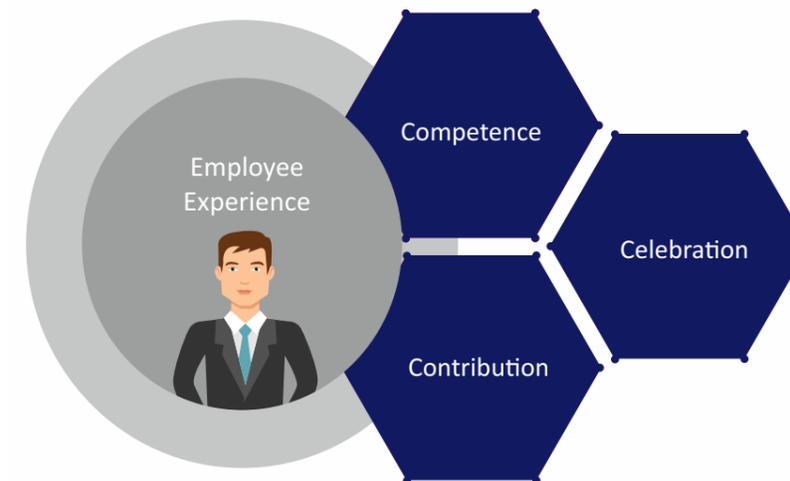
- MYTH :** It is done to see if someone is alright?
FACT : No, it is conducted to look for certain skill sets. It is not diagnostic in nature. Tests are not used for branding or labelling.
- MYTH :** It is used to fail or pass people?
FACT : No, A psychometric report tells us about a person is. There is no pass or fail. It explains only if the requirement is met or not.
- MYTH :** It is the ultimate deciding test of mental fitness.
FACT : No, it is used along with the resume, interview, reference, and experience of the candidate and hence, should not be used as a sole deciding factor.
- MYTH :** A psychologist can read minds/ thoughts.
FACT : There is no magic. Patterns of thoughts and behaviours are understood through research based theories. On the contrary psychologist has to be very cautious not to make any guesses and go by the test reports and interviews only.
- MYTH :** Only an abnormal (mad) person needs to meet a psychologist/psychiatrist.
FACT : No, everyone has problems and issues. Psychologist only supports individuals by enabling and empowering them to deal with them.
- MYTH :** A psychologist can brainwash and hypnotize or change people in a day.
FACT : No, it is unethical to do so nor is it possible in a day. Without the consent and co-operation of the client no change is possible. Therapy and behaviour modification is a gradual process and may require at least six months to one year of regular meetings with the psychologist.
- MYTH :** A psychologist only talks or tests.
FACT : No, there are other avenues like organizational development, research, training, planning, education, family, relationships and development where a psychologist is involved.

Hope the above information would help in reducing the bias that prevails around the field of psychology and help our employees be more open & receptive towards it. ■

Employee Experience: Freedom to Work

The recent talk of town has been "employee experience" in organisation and how human resources (perhaps the term had already lost the charm, requiring rephrase once again) can support an environment for this.

Whilst introspecting, few elements came into my mind that entailed identifying employee experience as an interplay of Competence, Contribution and Celebration.



Competence: One of the most important factor of employee experience is competence, which is improving the ability of an individual be it functional, behavioural or managerial. The belief system in the organisation that caters to employee growth through various modes of learning experience will automatically foster an environment which enables enriching employee experience. The recent trends in learning and competence building such as gamified learning, micro learning etc. with a shift from traditional modalities of classroom learning acts as engagement driver for an employee.

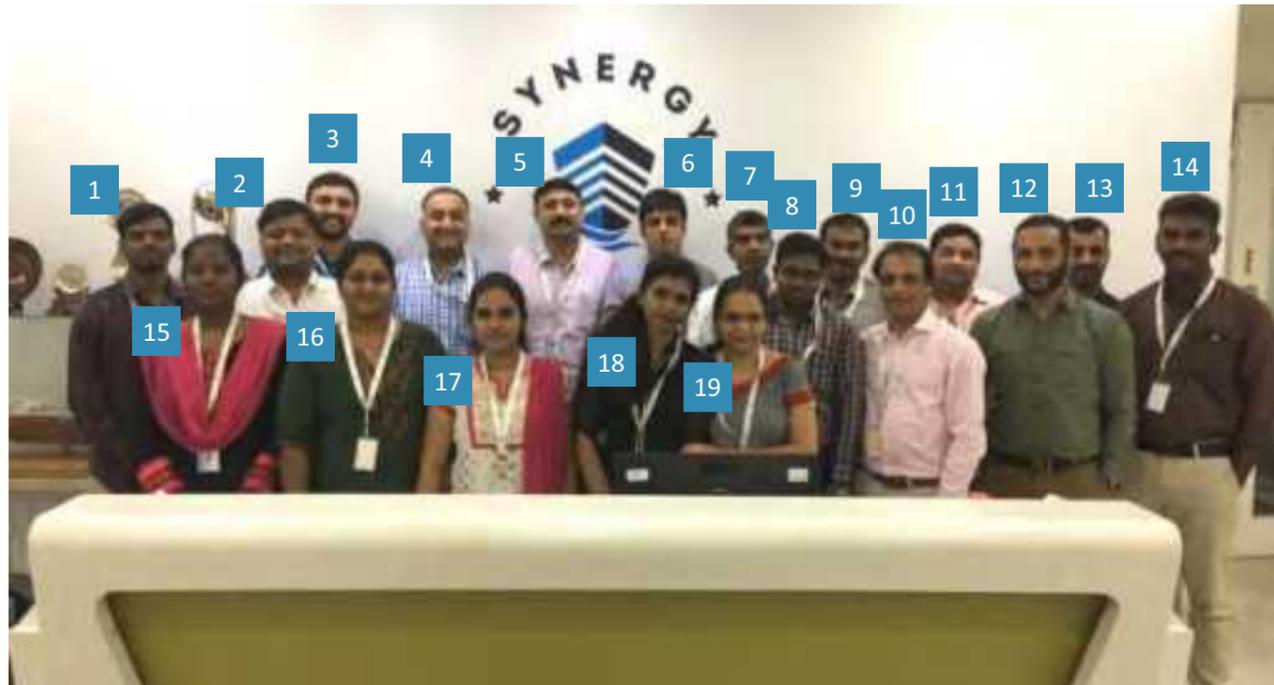
Contribution: Meaningful work has become the game changer from the traditional mindset of employee especially when we consider the millennial and gen Z workforce. Purpose and impact of one's role has become more important for employee than merely a task execution. The autonomy and freedom at work and their contribution thereof, is more pertinent to employee while gauging the employee experience. Treating individuals as "responsible adults" and providing freedom and autonomy on tasks (within the framework/boundary) without prominence to the procedural elements are likely to win the heart of an employee.

Celebration: Unlike previous times, employee wants to obtain feedback immediately. Recognizing one's efforts and continuous feedback on performance and growth has become imminent in the new ways of managing employee expectations. Celebrating small successes and obtaining feedback through crowdsourcing mechanisms are slowly becoming the new elements of performance & learning approach in organizations. With the tech savvy generations becoming significant portion of the workforce, the employee celebrations and complaints are too quick to be made available in digital platforms. The employee celebrations (read his/her experiences) will leave a positive digital footprint, when the experience is appealing.

The most important aspect in the employee experience will be the freedom and autonomy at work which is slowly becoming a definitive expectation especially from the new gen workforce.

Let's ponder for a moment... as a child weren't we more comfortable in an environment that supported our creativity than a highly ruling environment that mandated only discipline? Weren't we more cherishing the environment when we were recognized and rewarded for our small and perhaps even minor accomplishments? I personally believe the former would have been cherished by most of us as kids.... and all of us have a kid in ourselves even now. ■

Rajesh Balasubranian
Group Head – Human Resource, SMPL-Chennai



- | | |
|--|--|
| 1 Name: Capt. Deepak Kumar S
Designation: Marine Executive | 11 Name: Capt. Sachin Bagga
Designation: Marine Superintendent |
| 2 Name: Capt. Devesh Wagh
Designation: Marine Superintendent | 12 Name: Capt. Ravinder Singh Kohli
Designation: Marine Manager |
| 3 Name: Srinivas Raghu
Designation: Marine Executive | 13 Name: Capt. Vijayaraghavan K
Designation: Marine Superintendent |
| 4 Name: Capt. Venkataraman
Designation: Senior Marine Superintendent | 14 Name: Capt. Satheesh Chinnadurai
Designation: Senior Marine Superintendent |
| 5 Name: Capt. Anish Mepurath
Designation: Marine Superintendent | 15 Name: Meennal.M
Designation: Marine Executive |
| 6 Name: Capt. Kunal Mohindra
Designation: Marine Superintendent | 16 Name: Nandaleela
Designation: Senior Marine Executive |
| 7 Name: Capt. Somasekhar. C
Designation: Marine Manager | 17 Name: Amirthavalli S
Designation: Marine Executive |
| 8 Name: Ezekiea Francis . A
Designation: Marine Executive | 18 Name: Sophia Prashanthini
Designation: Marine Executive |
| 9 Name: Capt. Harris Surrender Moses
Designation: Marine Superintendent | 19 Name: Lakshmi. G
Designation: Marine Executive |
| 10 Name: Capt. Khalid Nawaz
Designation: Marine Superintendent | |



Capt. Rajesh Unni receiving Pravasi Express Award in “ Business Excellence” for Synergy Group. Singapore Pravasi Express Awards 2017 were distributed at a function organized at Holiday Inn in Singapore. The function was presided over by Mr. AK Balan- Minister for Culture and Law, Kerala, Mr. Javed Ashraf, Singapore Indian High Commissioner and Mr. Rajesh Kumar - Chief Editor for Pravasi Express



Photo Contest



Personnel management to Human Resource management

Hurray! Its 26th today! Why does every 26th on your calendar bring in a rush of excitement in you? The day that make you feel tad richer. And the day when your Personnel Management team gets the treatment of a King.... Sorry did I say Personnel Management? Not anymore. Gone are the days when a company's Human Resource department was perceived as mere transactional-oriented department who writes your pay checks & goes hibernating till the next payroll date. The new age HR professional is the first face of the organization to an employee who introduces you to the company's culture and practices.

Right from the era of stone age till the age of digitalization no one would deny the contribution of people resources in bringing various inventions, discoveries, achievements, and various individual and team goals. But can all people possess all skills to deliver all results; every time??? That's where the HR professional plays a vital role. A company's success is driven by its people. It becomes imperative for the management and employees to adapt to the changing business and social environment to achieve greater results.

The new age Human Resource Department is not confined anymore only to recruitment, financial settlement and exit of employees. They are actively involved and use their expertise in the complete employee life cycle; right from the stage of setting up the requirements of the employee pool till the stage of bringing you back to the same organization even after your exit from the company. HR professionals engage in devising mechanisms to bring oneness and acclimatize the new hires to the culture of the organization through their orientation sessions, ensure compensation parity for various levels of job responsibilities, formulate mechanisms to gauge the productivity of the employees by deploying various performance appraisal tools.

They involve in collating & fulfilling the training needs of the employees, motivate the employees by conducting various employee engagement activities and continuously keep employees engaged to their work and organization. They play a crucial role in addressing the grievances of the employees and allocate resources by matching the skill-set of the employees and the organizational needs for the various projects.

The digitalization era has given many avenues for HR to attract, train & retain employees on the move through many on-line customized tools. It has made available the repository of the complete employment database and the employee lifecycle in just a click of a button. Employees communicate & connect with HR team through HRMS (Human Resource Management System) platform from any part of the world.

We at Synergy recently introduced the ESS portal (Employee Self Service) to enable employees to have access to their personal and professional details from anywhere in the world. Employees have ready access to their time offs, they can view & edit their personal details and have access to their paystub. We are on the roadmap of making available many employment utilities online in the coming years.

To sum-up, transformation is a continuous attribute of human race that throws many challenges and opportunities. Your Human resource department aids you and the organization to cope up, survive, sustain, and grow against all challenges to capitalize the opportunities. ■

Srividhya D
Human Resources, SMPL-Chennai

Kailash Gas is the world's largest and the oldest LPG Carrier where it actually beats the age of many of the seafarers on-board the vessel.

This voyage of ours involved a 10-day hectic schedule at New Mangalore port and the team was in need of a well-deserved break.

While the joy of celebrating a festival with your family and loved ones is beyond any measure, the family of Kailash Gas left no tables unturned to make the day of Onam a Memorable day out at sea.

To make this celebration a day to remember, we planned and tried to bring on board the authenticity of the festival with all the cultural elements of Kerala, including floral decorations, Onam games etc. The crew members adorned the traditional attire and the event culminated with Onam feast served on a banana leaf with a variety of dishes to satisfy the taste buds like Ada Pradhama, Pulisserri, Pachadi, Kichadi, Avial etc.



Yes, I Agree that our profession pays us well, but we still miss our dear ones, miss spending time with them, miss the "Lets Go" trips with friends, miss the social gatherings, but it's our passion of being mariners that we still continue to love sailing.

Its moments like these that unite us together as team, as a family away from family and leaves us with tons of memories to cherish a lifetime. ■

Sarathlal. K
Chief Officer



Reflective Learning

What is Reflective Learning?

Reflective learning is an art of learning that enables us to develop our thinking skills and to memorize the things easily and effectively. It triggers a past experience and helps to gain fresh insight into a knowledge or skills.

A ship usually has an environment which is prone to hazards and hence certain barriers are set up to prevent such instances. However, these barriers do not act as a protective shield. An active learner would analyse the situation and consequences before initiating a solution.

Reflective learning has always been part of our daily lives. What we do? What we observe in our surroundings? Learning from our mistakes or from other's mistakes, and how we react towards any situation? all comes under Reflective learning.

My first exposure to a session on Reflective learning came while I was on-board where I was fortunate enough to:

- Learn to develop Self-awareness & analytical skills.
- Foster my creative skills, developing thinking skills & metacognitive skills.
- How to Improve concentration and Focus, as they are key required qualities for a good learner.
- Safety towards any job associated with Hazards.



Let me restate that Reflective Learning plays an Important role in Personal development and in strengthening you experiential learning. It is associated with profound thoughts intended at better understanding and gaining better perspective by going over something several times. ■

Utkarsh Awasthi
Deck Cadet



How Reflective learning can help?

Reflective learning is like Newton's Third Law of Motion every action has equal and opposite reaction. In the same way, it is important how we chose to deal with a situation. Our actions will lead to a reaction either positive or negative. But an active learner will think on it, will identify where he could have gone wrong, to avoid repeating a similar incident in future. But sometimes when a task is carried out on regular intervals, one is prone to complacence.

Why we see our Reflection into a mirror? Just to make out what is missing. Similarly, Reflective learning gives us a road map to think before doing a job. It creates a direction to effectively conclude a task with all safety procedures being intact. I believe Reflective learning is an integral part of our daily lives and it enables us to sharpen our thinking skills & help us be more cautious while on-board a vessel. ■

Bhagat Singh
Junior Engineer



All it took for a master to run a Happy Ship



The schedule for a vessel could be hectic at times based on requirements, and this voyage of ours, on-board vessel M.V IS CHINA was particularly stressful, with multiple planned tasks that were to be carried out on a daily basis across the 28 ports scheduled for the month, and in a situation like this it was obvious to get to watch my other crew members stare at calendars to count their sign off due dates.

Our Master Capt. Pavlick Beri, is an individual who strongly believes that a happy team is the most efficient team. While he has his unique ways of keeping the team united as one, this one incident in particular brought a huge smile and a wave of positivity in the crew.

During one of our safety meetings, he made an announcement for cabin inspection the next day, the crew carried out the task in usual manner. He upped the ally by making a surprise announcement stating, "Gifts awaits people with clean cabins", and to celebrate the team's efforts, later that week a get together was organized and the crew was presented with gifts in the form of Power banks, Bluetooth headphones, Bluetooth speakers etc. The measure of crew's happiness and surprise was non-quantifiable with a rejuvenated team.

The crew's dedication raised the accommodation standards to next level by maintaining the cabins to the finest level for every inspection planned since then. The crew's enthusiasm had taken a fresh turn that inspired our master as well. Unexpected inspection announcements, bingo sessions, presents and birth day celebrations became a part of our voyage and kept us united as a crew.

Also, during a planned photo session, while the crew came wearing boiler suits and uniform following the usual protocol for a photoshoot. The team was in for another surprise as the Master of All had another plan in mind and wanted to break the stereotype. As a gesture of gratitude towards his crew for working as a team even on most hectic schedules and run, the crew was presented with "adidas" T-shirts for the photoshoot.

When your Master, sees the team as one, treats them as one, and cares for them as one. The outcome is standard setting quality with best utilization of time and resources. ■

Karthick Ramalingam
3rd Mate/ MV in China

CSR Initiatives

Disclaimer: Article reflects the views of the author alone and not of company.

A) SECT participates in Right to Food (RTF) campaign in Jharkhand (Sept 2017)

RTF is an informal network of organizations trying to ensure that everyone has the right to be free from hunger and malnutrition. RTF campaign believes that the primary responsibility of guaranteeing food rests with the state, and lack of finances is not accepted as an excuse for abdicating that responsibility. The campaign, which is now almost a decade old, encourages formation of coalitions and networks at the district, state or other levels. It follows decentralized, but organized action and participatory decision making to make it successful and sustainable and is categorical that no single organization or set of organizations has the sole right to organize for the right to food.

With loud chants, Lijo Chacko, Executive Trustee of SECT marched along with Team RTF to support the cause. ■



B) Inspirica Thanksgiving Giveaway



Patty Truglia & Jatinder Sandhu (Johnny) of our team from Stamford, USA joined hands with Inspirica- An NGO that serves homeless in need in Stamford community. The team spread their thanksgiving spirit by distributing turkeys, food bags & Pies to the community members who were eagerly awaiting in a queue since early morning.

The team also ran to the nearest grocery store and wiped them stock out of all the pies when they ran out of in house stock. Thanksgiving spent with an opportunity to share the joy with the community in the smallest proportion to make their festive day special and the pure joy of gratification that radiates from them is an experience to remember and cherish for life.. The team had distributed over 600 turkeys & baskets ■

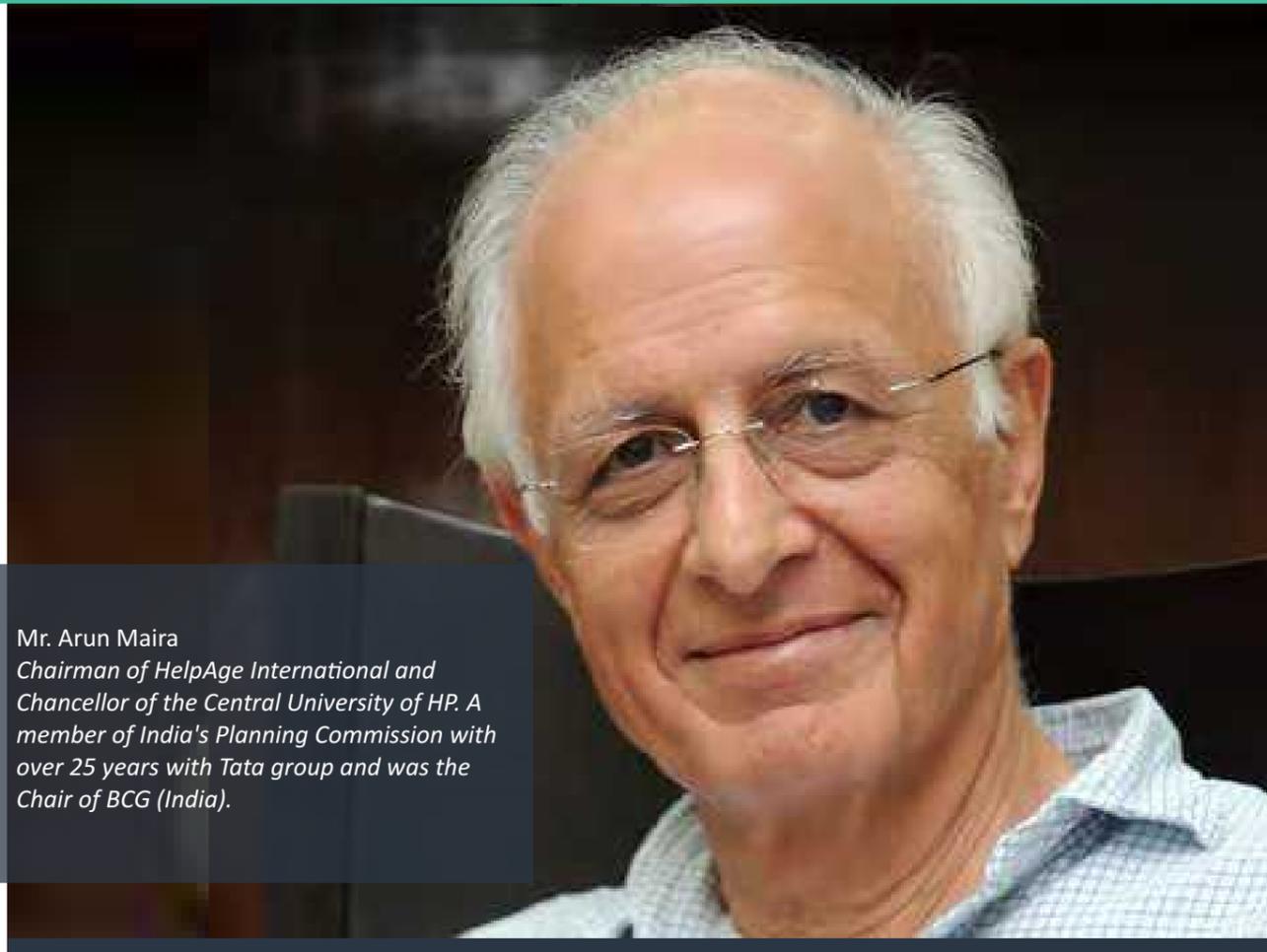
C) SYNERGY OCEANIC – Cochin

CSR division of Synergy Oceanic- Cochin has joined hands with Cochin Cancer Society (CCS) to conduct free mobile mammogram test across Kerala for underprivileged women, the campaign also focusses on spreading awareness on mammogram and its importance.

This collaboration has helped CCS reach out to most rural areas in Kerala with over 5000 women being examined for breast cancer and an average of 20 camps per month. Under the agreement with CCS, SECT Cochin pays a nominal amount as monthly salary to the mammogram mobile driver ■



The Game of Life



Mr. Arun Maira
Chairman of HelpAge International and
Chancellor of the Central University of HP. A
member of India's Planning Commission with
over 25 years with Tata group and was the
Chair of BCG (India).

Part -1

I stopped at the bend in the road. It was early morning. The sun was shining in the Mashobra valley below. I had been walking through the forest for about an hour. I could see the next bend in the road, only a few minutes away, where there was a small tea shop, a marker on the road, to which I had walked yesterday, and the day before too. 'If I turn back now I will not have completed my walk', my mind said.

I sensed the thought of failure forming in my mind, and wondered, 'How did I choose the tea-shop as the marker for completion of my walk?' It was as arbitrary an end-point for my walk as the place where I presently stood with its pleasant look out into the valley. Then a deeper question came to my mind. 'What was 'IT' that I had set out to do when I took off on my walk? The reaching of some milestone? Some amount of exercise? Or was it peace of mind?'

I meet many young people nowadays who have achieved a lot by the time they are in their thirties and early forties and want to do something different. They have set up successful enterprises and made a fair amount of money already.

There are older people too, who have retired after successful, well-paying careers. They tell me they are now looking to 'give back' to society, and to do something more 'meaningful'. They mention the many markers of their achievements so far. Yet they feel their life's journey is not done. They want to change course, to take another road, one less taken.

I leaned on my walking-stick, and the peace in the forest and the mountains induced even deeper reflection. How do we know that 'IT'—our life's work is really done? Do we consciously and deliberately choose the goals we want to achieve in our lives? Or don't they mostly slip into our minds unconsciously to become markers against which we then measure the satisfactions and dis-satisfactions of our lives?

Walking home, I wondered what purposes an individual human life can fulfil in the grand scheme of things. I happened to be reading a book about Mahatma Gandhi's work. I wondered whether he would have thought his life's work had been completed when he was assassinated. The injustice and poverty, to combat which he had devoted his life, persist. Therefore, one may say that Gandhi failed to achieve his goal. On the other hand, most of us would say that Gandhi's work had fulfilled an important purpose in the evolving story of humanity's progress and that his life was a stellar achievement.

Back in my apartment in the mountain village, I pulled up a chair against the window. Looking down into the deep valley with many little villages scattered in it, I continued my reflection. I put on an old cassette tape with some very old songs. One was the Ballad of Jimmy Brown. It sang, 'All the chapel bells were ringing in the little valley town, to celebrate the birth of little Jimmy Brown'. In the next verse, the chapel bells sing again to celebrate Jimmy Brown's marriage. And then, at last, a lonely chapel bell peals to mark his death. What was the purpose of Jimmy Brown's life? I wondered.

I thought of the local people in my village. The young carpenter and his old father. Their family had lived here for a few generations. And the village grocer and his family too. In the mountains they were born, and here they have passed away too. Their children listen to music on their smart-phones: they would not recognize a cassette tape. Though technologies have changed over the centuries, the rhythms of their lives have not. What goals do these people set out to achieve, and what purposes do their lives fulfill? What is 'IT' they accomplish, and by what signs do they know 'IT' is done?

Doing good work

*I meditate to discover my role in the World's Game
I realize the Eternal is playing its game through me.*

Our lives perform roles in the functioning of society and our lives and deaths play roles for the sustainability of nature. Each of our lives is a small means for a much larger system to achieve its ends. We have vocations, chosen by us, or assigned to us. When we perform our vocations to the best of our abilities, perhaps we help to make the world a better place for everyone.

However, the poet Robert Frost says it is not enough to do one's work faithfully. We should also make our vocations into our avocations. He says (in Two Tramps at Mud-Time):

My objective in living is to unite
My vocation and my avocation
As my two eyes make one in sight.
For only where love and need are one
And work is play for mortal stakes
Is the deed ever really done?
For Heaven's and the Future's sakes.

Our vocations must transcend into our avocations, Frost urges. We should not remain like a musician who is satisfied by producing music that only sounds good to others: rather we should become like a musician who is not satisfied until the music he produces meets the high standards he sets himself.

His vocation must not only put food on his table: it must also satisfy his soul.

Journey to continue.....part 2 in next edition ■

There in the distance on the mountain slope amidst the thick and green pine drape runs along the slope, A beautiful small town which resumes life at the break of dawn, In the morning mist it wears a mystic shroud, by the day light on the mountain slope it stands proud.

In the backdrop, the mountains are covered in snow, perhaps for a closer look, the clouds hang low. Along the foot of the hills runs a railway track, on it runs train whistling melodies like a lark,

Beyond the track lies the vastness of an ocean, to the beat of moving train the breaking waves dance with a passion.

Over the gentle breeze the town whispers to a low hanging cloud, by dusk the town turns boisterous by chattering crowd.

The Sun compliments the town's beauty with great effect on the blue canvas with vividly colored pictures perfect, At the break of dawn a cheerful morning in the east and at dusk a melancholic farewell in the west.

In the darkness of silent night, the town's lights burn bright, above the horizon the lights float just so high, from afar I felt down came the starry sky.

Not far from the coast are anchored ocean-going vessels, they stood out majestically like almighty's sentinels,

Boy o boy it is a sight to behold, the town sure has a story to be told,

Perhaps it must be what they call heaven for denizens of sea, I suppose, a welcome haven.

Bhagat Singh
Junior Engineer

Significance of Akshay Tritiya (Did you know?)

Akshay Tritiya, is considered by Hindus and Jains, as a holy day. It falls on the third Tithi (lunar day) of Bright Half (Shukla Paksha) of the pan-Indian month of Vaishakha. As per Hindu electional astrology (Muhurta) three lunar days (tithis) are considered very auspicious. These Tithis are as follows (i) first Tithi of Bright Half of Chaitra (starting of new year), (ii) tenth Tithi of Bright Half of Ashvina (Vijay Dashmi), (iii) Tithi of Bright Half of Vaishakha (Akshay Tritiya-Parshu Jyanti). Sun and moon are astrologically believed to be at their most exalted equal brightness on this day. Akshaya Tritiya falling on a Rohini star Monday is considered more auspicious.

It is believed mythologically, on this auspicious day the following took place.

1. Lord Parasuraman, sixth incarnation of Lord Vishnu, took his avatar
2. Holy Ganga river started flowing on earth
3. Tretha yug started this day
4. Kuchela met Lord Krishna on this day and got blessed with immense wealth
5. On this day, Veda Vyas began to write Mahabharata.
6. Pandavas received Akshaya Patra from Surya bhagvan
7. Jagadguru Adi Sankaracharya, gave the world Kanaka Dhara Stotra
8. Devi Anna Poorneswari took avatar.

Jains celebrate this day to commemorate Tirthankara Rushabhanatha's ending of one-year fast by consuming sugarcane juice poured into his cupped hands. The word "Akshay" means the never diminishing in Sanskrit and this day is believed to bring good luck and success. It is believed that if you do charity on this day you will be blessed. The day is considered auspicious for starting new ventures: any venture initiated on the auspicious day of Akshay Trutiya is assumed to grow and bring prosperity. Hence, new ventures, like starting a business, construction, etc. is performed on Akshay Tritiya ■

Dr. Sairam Krishnamurthy
Technical Superintendent

PIRATE PUZZLE

Source: <http://word-search-puzzles.appspot.com/>



A teacher asked a student to write 55.
Student asked: How?
Teacher: Write 5 and beside it another 5!
The student wrote 5 and stopped.
teacher: What are you waiting for?
student: I don't know which side to write the other 5!



A boy breaks an old vase at a rich uncle's house. The uncle gets extremely angry and yells: "Do you even know how old the vase was? It was from the 17th century!" The boy sagged in relief: "Oh, good that it wasn't new."



Man said to God — Why did you make women so beautiful?
God said to man — So that you will love them.
Man said to God — But why did you make them so dumb?
God said to man — So that they will love you



Interviewer to Candidate: Please do a SWOT analysis for yourself.
1. Strength: My wife, Mary.
2. Weakness: Adam's wife, Jenny.
3. Opportunity: When Adam is on tour.
4. Threat: When I am on tour!!!



Husband asks: Do you know the meaning of WIFE.
It means, 'Without Information Fighting Every time'
WIFE says: No, it means 'With Idiot for Ever'



Two years ago I asked the girl of my dreams on a date, today I asked her to marry me.
She said no, on both occasions.



A: Why are all those people running?
B: They are running a race to get a cup.
A: Who will get the cup?
B: The person who wins.
A: Then why are all the others running?



Insurance clerk: "Where were you born, Sir?"
Man: "In West Bengal"
Insurance clerk: "OK, and which part?"
Man: " What which part? My entire body."



Man standing on the scale, holding his stomach in.
Wife: I do not think that is going to help.
Man: Sure it does. How else could I see the numbers?





Name: Pavan. U
 Class: 3rd
 School: The Schram Academy, Maduravoyal
 Father Name: Umashankar. S Chief Engineer
 Achievement: First Prize in both KATA and KUMITE in State Level Open karate Championship held on 19/11/2017 at Avadi conducted by Shobukai Nihon Shito Ryu Karate federation India (SNSKFI).



Name: Aarav Balaji,
 Age: 5 years
 Class: UKG
 School: Babaji Vidhyashram School
 S/O : Ms Priyadharshini B , Psychometrics
 Achievement: 2nd place in Kids marathon



Name: Shivani
 Age: 3.5 Years
 School: Kids Shadow, West Tambaram
 Class: LKG
 D/O: Vikram P , Asst. Manager
 Achievement: 3rd place in lemon In spoon



Name: Srija Jayaram
 School: SSM School
 Class: 4th
 D/O: Srividhya D, Asst. Manager
 Achievement: Being awarded 1st prize for English elocution & throw ball from National awardee by HRD ministry, Dr. K Mohana



Name: Advait Bala Rajesh
 Age: 9 Years
 School: Navadisha Montessori School, Velachery
 Class: 4th
 S/O: Rajesh Balasubramanian , Group Head-HR
 Achievement: 1st place in kids marathon for 2KM.



Name: Lavanya Arora
 S/O: Capt. Jitendra Arora, Master
 Achievement: Crafted a memento with used bottle caps on-board Pico Basile.

Corporate Cricket League '17 hosted by the House of Hiranandani. The tournament is being conducted in Delhi, Mumbai and Chennai every year. A total of 16 Team took part in this Cricket League. The league had participants from companies like Nokia, Sun Network, Indus Bank, Logitech, Accenture to name a few.

Team synergy entered the Tournament with the tagline "Defending Champions". 2016 and successfully retained the title by becoming champions for 2017.



From Left to Right
 Anand Kumar(SMPL), Kalesh Kumar(ABL), Siva Prakashraj Vice captain(SMPL), Samraj(ABL), Surendar(ABL) Top Left Side, Kesavanandan(SMRSPL), Nazeer Basha(MOLSYN), Gaurav Singh(SMPL), Susil Kumar(SMPL), Sathish Kumar(SMRSPL), Prasanth Kumar(SMPL), Naresh Kumar(SMPL), Solomon Robert captain(ABL)



Synergy Mumbai bags the Winner's trophy in cricket tournament defeating Term shipping, MTM Shipping and WSS.

- Team Player names:
 Amit Joshi (Capt and Wicket Keeper)
 Sudarshan (Vice Capt)
 Vishal
 Sydney
 Dev
 Bhavik
 Abhay
 Suhkinder
 Jason
 Albins
 Arihant Joshi (Age 11 Yrs)