
MENTAL HEALTH AWARENESS TRAINING PROGRAMS



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ABOUT



In today's fast-evolving maritime industry, seafarer well-being, safety culture, leadership, and ESG compliance are more critical than ever. IMEQ Center's Advanced Maritime Leadership & Well-Being Training Programs are designed to meet and exceed industry standards by integrating RightShip, TMSA (Tanker Management and Self-Assessment), Intertanko, and Shell's best practices.

This comprehensive training empowers maritime professionals with cutting-edge knowledge, practical skills, and proactive strategies to enhance safety, reduce operational risks, and improve crew well-being. Delivered by industry experts, psychologists, and leadership coaches, our modules ensure a holistic and impactful learning experience.



Aligned with Shell, RightShip, and TMSA best practices

METHODOLOGY



IMEQ Center's training approach is scientifically backed, highly interactive, and industry-focused. We incorporate:

- ◆ Instructor-Led Training (ILT): Expert-led lectures and discussions on key industry topics.
- ◆ Scenario-Based Learning: Real-life maritime case studies to enhance decision-making.
- ◆ Experiential Workshops: Interactive exercises that apply leadership and well-being strategies onboard.
- ◆ Simulation & Role-Playing: Practical exercises for crisis management and safety culture enhancement.
- ◆ Digital Learning Resources: Access to IMEQ Center's knowledge hub with supplementary materials.



4 or 1 hours



Premises or
online



Max 25 Ppl

Our mental health awareness programs are both educational and interactive, facilitated at your premises, onboard vessels or offered online. The maximum number of participants is 25 people per each session and each module lasts 4 hours that can be broken down into separate sessions.

MENTAL WELLBEING ONBOARD



TRAINING OBJECTIVES

Our training program is tailored to:

- Enhance mental resilience & well-being among seafarers and shore-based staff.
- Improve leadership skills for ship officers, managers, and crew members.
- Develop a robust safety culture in compliance with RightShip and TMSA frameworks.
- Equip maritime professionals with psychosocial risk management strategies.
- Promote ESG best practices and sustainability in maritime operations.
- Mitigate human error risks through behavioral safety and Just Culture training.

Upon completion, participants will receive an IMEQ Center certification, demonstrating their commitment to crew welfare, leadership excellence, and industry compliance.

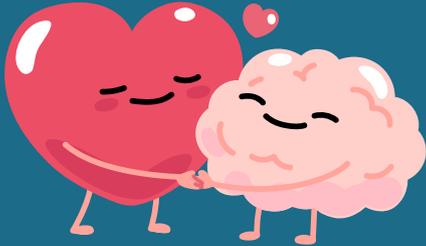
PROTOCOL & DELIVERY FORMAT

IMEQ Center follows a structured protocol for training delivery, ensuring maximum engagement and retention.

- Pre-Training Assessment: Evaluating participant needs to tailor content.
- Core Training Delivery: Instructor-led sessions, interactive discussions, and real-world applications.
- Case Study Analysis: Engaging participants with real maritime scenarios.
- Practical Workshops: Hands-on exercises to apply key concepts in real-time.
- Post-Training Evaluation: Assessing knowledge retention and providing feedback.
- Certification: Participants receive an IMEQ Center Training Certificate upon successful completion.

Mental Health Training Impact on Seafarers

Approximately 14.14% of seafarers experience depression, a rate significantly higher than the 3.8% observed in the general population.



Source: SAFETY4SEA

Leadership Training Impact on Employee Performance

+25%
+20%

- *Improved Job Performance:* Participants in leadership training programs experience a 25% increase in learning and a 20% improvement in overall job performance.

+85%

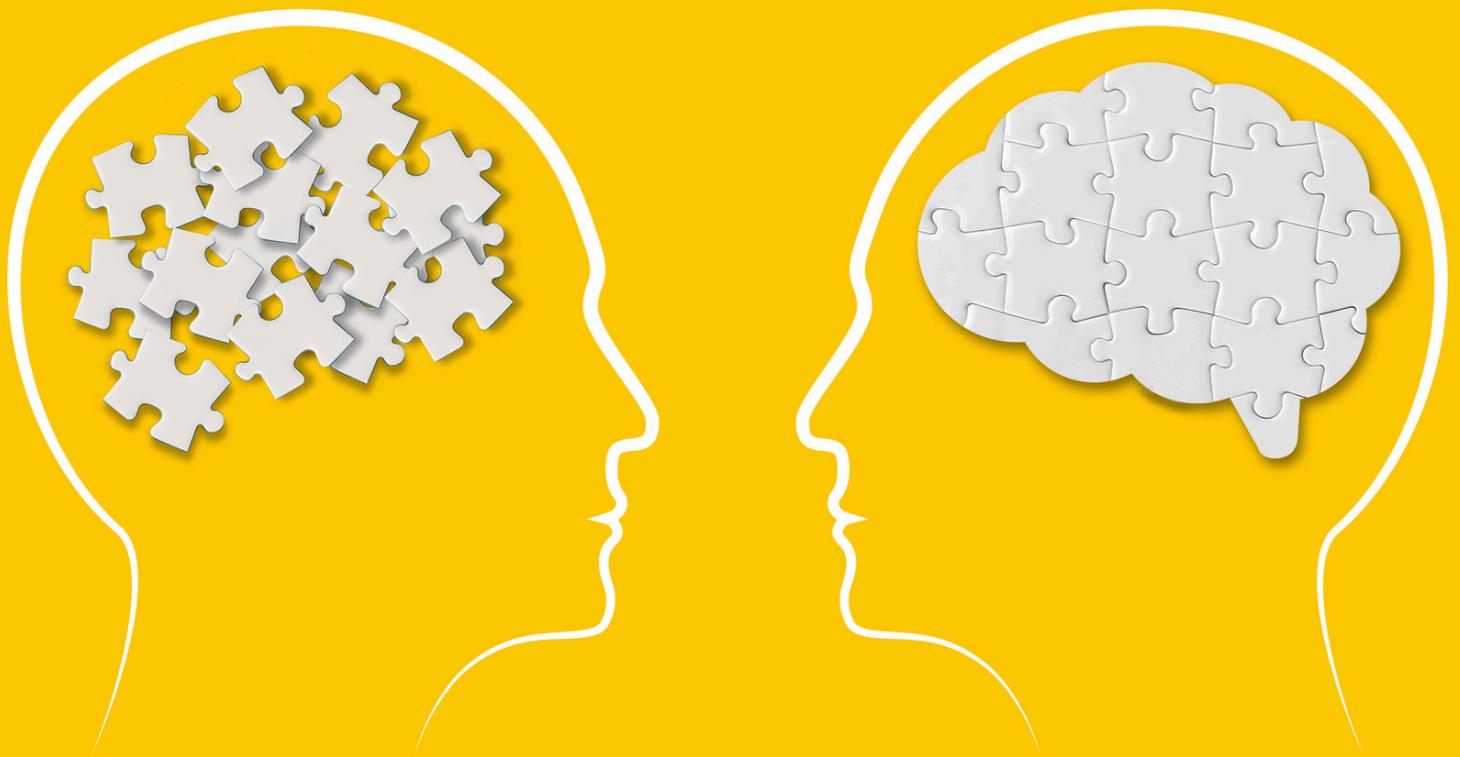
- *Enhanced Employee Engagement:* 85% of leaders who received training reported increased team member engagement. Additionally, 89% of their direct reports felt more engaged in their roles, and 82% noted increased team productivity.

MODULE 1

Mental Health & Well-Being in
Maritime Operations (Aligned with
RightShip Crew Welfare & ESG
Guidelines)

Description

- Understanding seafarer mental health and well-being
- Identifying high-risk factors for psychological distress
- Managing fatigue, isolation, and stress onboard
- Implementing best practices for well-being at sea
- Workshop: Crew welfare case study & intervention strategies



MODULE 2

Trauma & Critical Incident Response at Sea (TMSA & Shell Resilience Model-Aligned)

Description

- Understanding Post-Traumatic Stress Disorder (PTSD)
- Risk factors for trauma onboard (accidents, piracy, loss at sea)
- Psychological first aid & post-incident intervention
- Workshop: Conducting a trauma debriefing session onboard



MODULE 3

Stress Management & Resilience
Training for Seafarers (RightShip's
Crew Welfare Self-Assessment-
Aligned)

Description

- Recognizing and managing chronic stress onboard
- The impact of stress on safety and performance
- Resilience-building techniques for maritime professionals
- Implementing shipboard stress management programs
- Workshop: Designing a stress management policy for vessels



point of view
Stress [stres
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MODULE 4

Leadership & Safety Culture in Maritime Operations (TMSA & RightShip Safety Score-Aligned)

Description

- Safety leadership: fostering a strong safety culture onboard
- Psychological safety and decision-making under pressure
- Encouraging proactive risk reporting & intervention
- Workshop: Developing a leadership-based safety improvement plan



MODULE 5

Conflict Resolution & Crisis Communication in Multicultural Teams (Intertanko & Shell Human Factors-Aligned)

Description

- Cross-cultural communication in multinational crews
- Managing conflict effectively and promoting team cohesion
- Crisis communication strategies in high-risk situations
- Workshop: Conflict resolution simulation



MODULE 6

Human Factors & Risk-Based
Decision Making (Shell & RightShip
Zero Harm Initiative-Aligned)

Description

- Understanding human error in maritime risk management
- Situational awareness & cognitive biases in decision-making
- Behavioral safety & Just Culture principles
- Workshop: Human factors risk assessment exercise



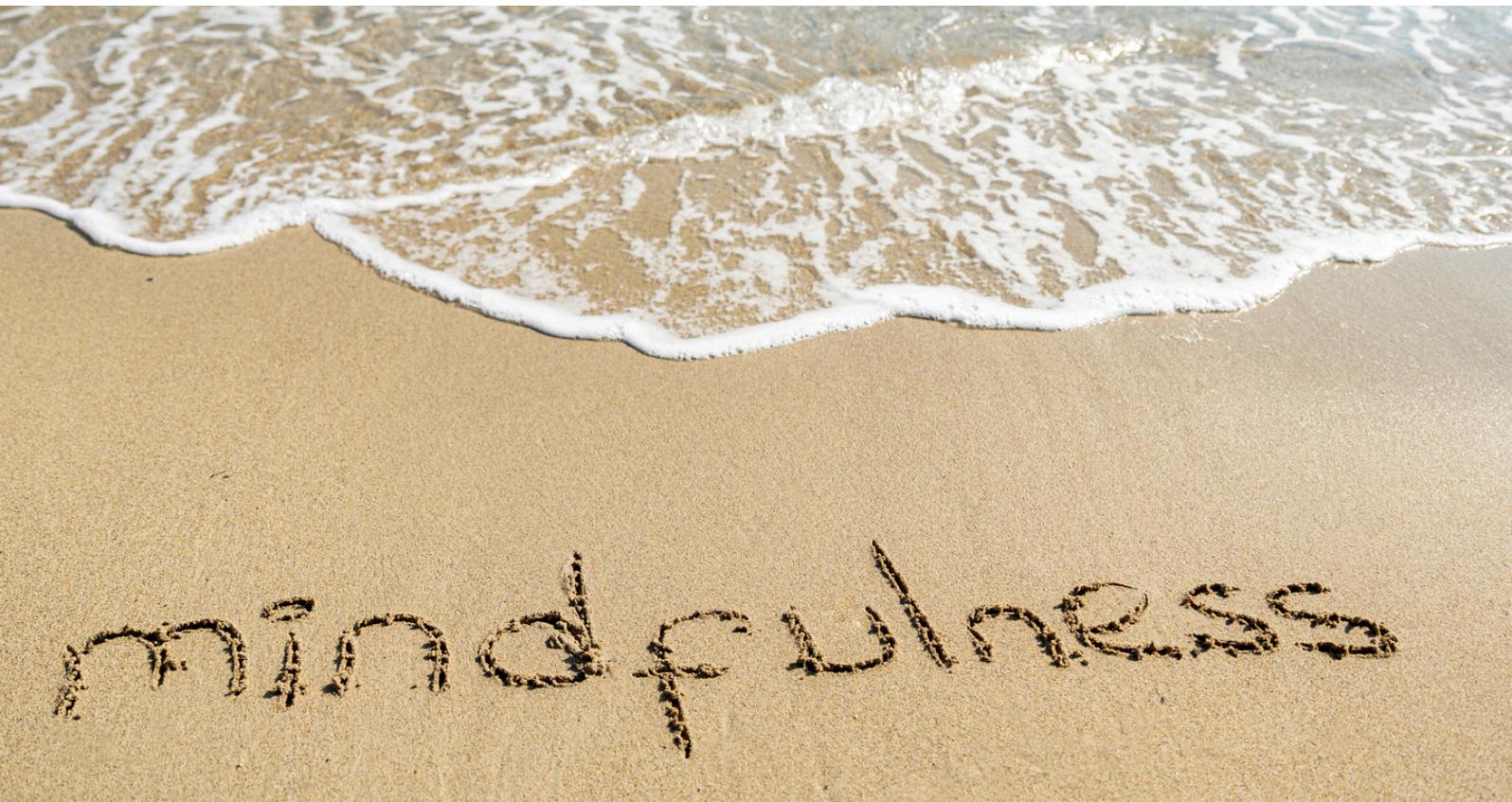
RISK **FACTOR**

MODULE 7

Emotional Intelligence & Leadership
in Maritime Operations (TMSA &
Intertanko Leadership Standards-
Aligned)

Description

- Emotional intelligence for ship officers and managers
- Enhancing self-awareness, empathy, and communication
- Coaching & mentoring for team development
- Workshop: Leadership self-assessment and improvement plan



MODULE 8

Suicide Prevention & Mental Health
Crisis Intervention (Shell &
RightShip Crew Welfare-Aligned)

Description

- Suicide risk factors & early warning signs
- Intervention strategies for crisis situations
- Crew support and post-incident management
- Workshop: Developing a crisis intervention response plan



MODULE 9

Fatigue Management & Performance Optimization (RightShip & Shell Human Factors-Aligned)

Description

- Understanding fatigue's impact on decision-making and safety
- Implementing effective fatigue risk management policies
- Recognizing signs of fatigue-related errors
- Workshop: Developing a vessel-specific fatigue management strategy





Reach us!

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