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Date: 20.06.2024		
Dept.: Academics & Admin		

Report of Renaissance Forum Field Visit for the Academic Year 2025-26

Introduction (Subject of the Activity):

The Renaissance Forum of SFIMAR organized an **Outreach Program through a guided field visit for MMS Semester III students (HRM Specialization and Operations Specialization) on Saturday, August 23, 2025.**

Objectives:

- To familiarize the students with the HR functions at Fleet Management with a focus on Training & Development and Simulation.
- To provide practical insights into corporate-level training practices, competency development, and operational excellence.
- To enable students to connect classroom learning with live corporate practices, thereby enhancing employability skills.

Name of the Activity: Field Visit by Renaissance Forum

Date of the Activity: 23/08/2025 (Saturday) **Time:** 9.00 AM to 2.00 PM

Venue/Mode: Fleet Management Training Institute

L&T Seawoods Grand Central,
Unit 1000–1004, Level 10, Tower II, Wing E&F,
Plot R-1, Sector 40, Nerul, Navi Mumbai – 400706, Maharashtra, India.

Coordinator Names:

- 1) Prof. Paul Alukal
- 2) Prof. Rosie Murray
- 3) Prof. Mayank Dedhia
- 4) Dr. Sonali Shiralkar-Tatkar

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Subject: Renaissance Forum guided field visit for MMS Semester III students

(HRM Specialization and Operations Specialization)

Number of Participants: 31 students (24 Students of HR Specialization, 7 Students of Operation specialization) & 3 Faculty members.

Methodology: The field visit commenced with an orientation by the Fleet Management Training Institute (FMTI) team, highlighting the institute's role in developing seafarers and future managers for the global shipping industry.

Trainers for the Session:

- **Capt. Viraf Chichgar** – Serving as a senior trainer at FMTI since 2012, he **specialized in navigation training and simulator-based modules**, providing students with practical exposure to real-time ship handling.
- **Mr. David D'Sylva** – With over 14 years of sailing experience, he **delivered training on ship operations and safety procedures**, bridging classroom concepts with industry practices.
- **Capt. B. P. Singh** – As a senior faculty member at FMTI, he **led training on incident analysis, risk management, and operational preparedness**, helping students understand the human and technical dimensions of maritime safety.

Key areas covered during the visit included:

- **Overview of HR Functions at FMTI** with emphasis on Training & Development practices.
- **Case Analysis of a Marine Incident** focusing on human error and technical risks.
- **Simulator Demonstrations** (Ship Bridge & Engine Room) to showcase real-time training environments.
- **Team-Building Exercise** aimed at enhancing leadership and collaboration among students.

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Real-Life Case: Incident of MV *Dali* and the Francis Scott Key Bridge

As part of the field visit, a dedicated session was conducted for MMS Semester III students to discuss the REAL-LIFE CASE of the allision between MV *Dali* and the Francis Scott Key Bridge (Baltimore, USA) that occurred on 26th March 2024.

The trainers guided students through the incident, explaining how a seemingly routine departure turned into a catastrophic accident, resulting in the collapse of a major bridge. The discussion focused on:

- **Causes and Contributing Factors** – Technical failures, navigational challenges, and the role of human error in escalating the incident.
- **Risk Management Lessons** – How structured training, regular drills, and simulator-based exercises can prepare crews to respond effectively in such high-pressure situations.
- **HR & Operations Linkages** – The importance of HR interventions in competency building, fatigue management, psychological support, and continuous professional development to prevent human error.
- **Wider Impact** – Financial losses, global supply chain disruption, insurance implications, and reputational damage for shipping companies.
- **Student Reflection** – MMS students analyzed the case from both an HRM and Operations perspective, debating how corporate policies, employee training, and organizational preparedness could have altered the outcome.

The session not only gave students a chance to engage with an ongoing international case but also helped them apply their classroom knowledge to understand the real-world consequences of HR and operational lapses.

Commented [PP1]: Rosie madam was hesitant about using the name of the Carrier as that would make it clear that the discussion was about the incident in which Synergy was involved.

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Outcomes:

1. Students gained practical exposure to **industry-grade simulators** used for training and competency building.
2. They understood the integration of **HR practices with safety training and operational management** in the shipping sector.
3. The visit bridged the gap between **academic learning and corporate practice**, enhancing their professional preparedness.
4. Students experienced **live corporate interactions** which enriched their HR and operational perspectives.

Attachments

1. Feedback

Commented [PP2]: Please add the Excel sheet of the Feedback (Overall)

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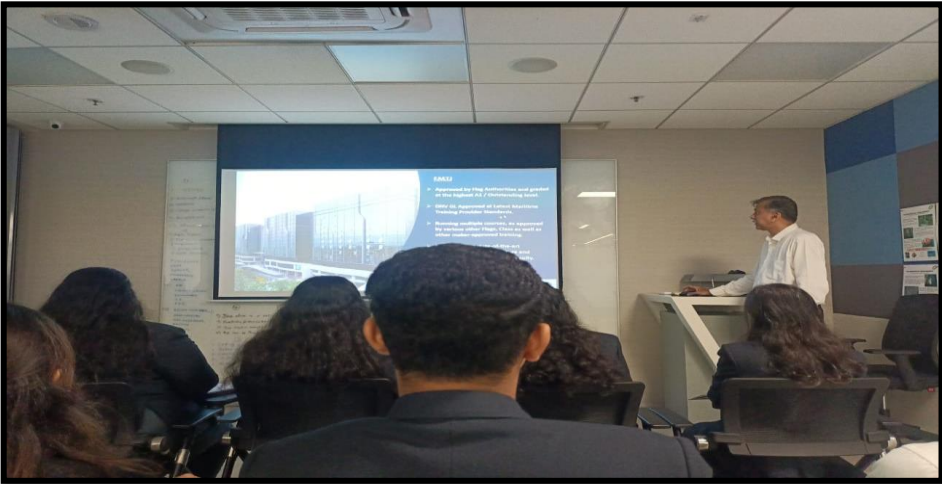
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2. Captioned Photographs - Geotagged Photographs with Date

Commented [PP3]: Add few photos (Non-geo tagged along with captions). No need for captions for Geo-tagged pics

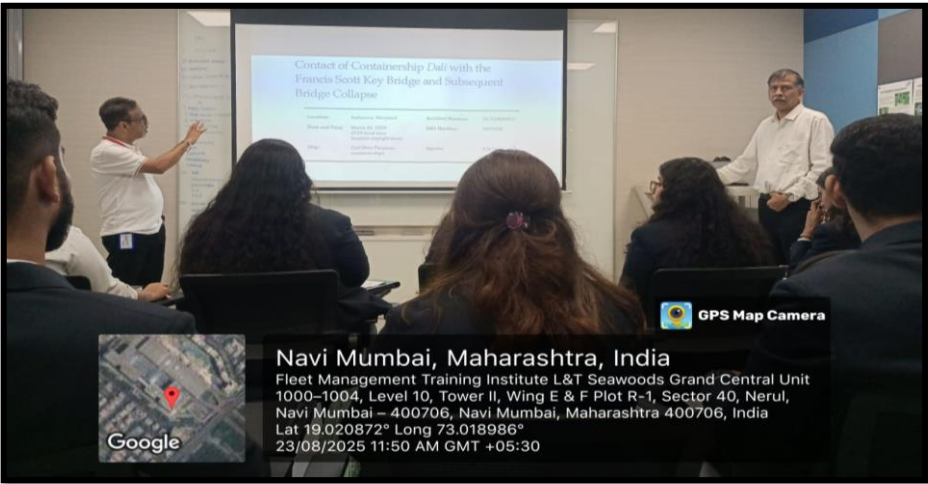


Orientation session on Training & Development at FMTI on 23rd Aug 2025



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REAL-LIFE CASE Discussion: An Allision occurred between MV Dali and the Francis Scott Key Bridge (Baltimore bridge), shortly after leaving Baltimore port in the US on March 26, 2024.



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Technical Simulator Demonstration at FMTI on 23rd Aug 2025



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Ship View Simulator: Real-Time Navigation Experience at FMT on 23rd Aug 2025



Certificate Distribution to Students at FMTI on 23rd Aug 2025

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Felicitation of Trainers by SFIMAR HR Faculty members at FMTI



SFIMAR Students & faculty members with FMTI Trainers, Navi Mumbai on 23rd Aug 2025

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3. Attendance Sheets

List of Attendees for Field Visit to Fleet Management Training Institute on 23rd August 2025

Faculty Members

1. Prof. Paul Alukal
2. Prof. Rosie Murray
3. Dr. Sonali Shiralkar
4. Prof. Sujata Salvi

In / Out

HR Specialization – MMS -SEM III					
Sr. No.	Scholar Number	Student Name	Sr. No.	Scholar Number	Student Name
1	SFMMS2426-0004	Manasi Sanjay Kharat	14	SFMMS2426-0087	Manjiri Santosh Waingankar
2	SFMMS2426-0010	Annette Moris George	15	SFMMS2426-0098	Risa Raymond Tusciano
3	SFMMS2426-0014	Athira Ashok Pillai	16	SFMMS2426-0110	Sanya Vijay Fonseca
4	SFMMS2426-0023	Drashti Devang Gandhi	17	SFMMS2426-0128	Annie Philip Mohod
5	SFMMS2426-0025	Ethan Barrington Fernandes	18	SFMMS2426-0136	Ethan Ryan Mendonca
6	SFMMS2426-0026	Evanishka Stephen Sutari	19	SFMMS2426-0146	Nandita Madhu Nair
7	SFMMS2426-0028	Forum Paresv Vyas	20	SFMMS2426-0147	Neonika Joaquim Fernandes
8	SFMMS2426-0033	Jacob Thomas	21	SFMMS2426-0150	Pournima Bhagwan Revsjo
9	SFMMS2426-0050	Ramya Ravi Nair	22	SFMMS2426-0154	Riya Raymand Rumb
10	SFMMS2426-0052	Ridhi Rajender Kharu	23	SFMMS2426-0156	Romania Denzil Lobo
11	SFMMS2426-0054	Saloni Alex Gonsalves	24	SFMMS2426-0159	Shaun Richard Fulya
12	SFMMS2426-0055	Saniya Ignatius Almeida	25	SFMMS2426-0183	Vruddhi Sunil Panchal
13	SFMMS2426-0064	Adarsh Manoj Patil			

Operation Specialization – SEM III			HR Specialization – PGDM		
Sr. No.	Scholar Number	Student Name			
1	SFMMS2426-0002	Aarti Balshiram Bhor	1	SFPGDM24260010	Dabre Sanciya Mojes
2	SFMMS2426-0012	Ashish Manoj Senapaty	2	SFPGDM24260015	Fernandes Ziana Frazier Buellah
3	SFMMS2426-0018	Chinmay Sharad Kharote	3	SFPGDM24260023	Khan Bushra
4	SFMMS2426-0035	Justin Thomas		SFPGDM24260026	Lopes Mercy Prakash Bernardette
5	SFMMS2426-0075	Brice Ajit Miranda	5	SFPGDM24260063	Daniela Cynthia Denny
6	SFMMS2426-0145	Melroy Sebastian Pukallara			
7	SFMMS2426-0155	Riyaz Hajaratali Khan			

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4. Sample Certificates of Participation



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