

Sep-2023



CAMPBELL

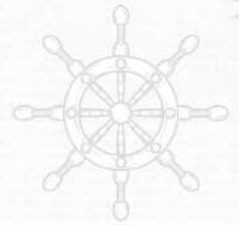
The Gangway

Embracing Teamwork

A Campbell Core Value



Celebrating Teamwork at Campbell



*A glimpse into Campbell's commitment to teamwork
as a core value.*



Ashok Kumar Yadav

2nd Officer



Poem on Team work:

*In unity we stand, hand in hand,
A symphony of souls, a brilliant band.
Teamwork, our foundation, strong and true,
Together we conquer, in all we pursue.*

*Through valleys of struggle, we find our way,
With support and trust, we seize the day.
Shoulder to shoulder, we rise above,
A tapestry of talents, woven with love.*

*So let us remember, as we work side by side,
The strength in collaboration, we can't hide.
For in unity we thrive, we truly excel,
Teamwork, the magic that weaves our story to tell.*

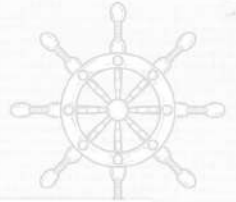


Ashok Kumar

ONE TEAM CAMPBELL



Captain's Desk



At Campbell Shipping, we strongly believe in the significance of every individual's contribution. Regardless of their department or location within the company's global offices, we recognize and value each team member's role and consistently drive their motivation.

Our commitment to teamwork extends to all areas, whether it's onshore or on the ship, where every department, from Administration and Finance to HR and the Technical team, plays a crucial role in achieving our mission, vision, and values.

During ship visits, we understand the importance of first impressions. That's why the person standing on the gangway, welcoming visitors aboard, represents Campbell and sets the tone for a positive experience. They are the face of our company and make everyone feel valued and welcome.



Capt. Rajesh J. Dhadwal

Our on-ground staff holds a special place in our hearts as they are the ones who interact directly with our stakeholders, ensuring that they feel an integral part of the organization. We believe that every individual has a purpose and an important role to play, allowing them to contribute, innovate, and excel in their respective areas.





**“At Campbell,
we emphasize finding
purpose and attachment
in what our team members
do on a daily basis, fostering
a sense of motivation and
commitment.”**

When each individual recognizes their significance in achieving the common good, it becomes a focal point in promoting effective teamwork.

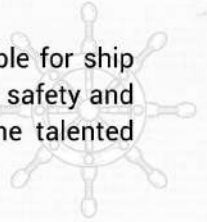
Our target operating model revolves around the essence of teamwork, and we believe it is the key to our success. By embracing collaboration and appreciating the value of each team member, we build a strong foundation for our organization and sail towards greater achievements together. At Campbell, we celebrate the power of teamwork and acknowledge that our collective efforts drive us toward excellence, ensuring the success of our company's voyage.

At Campbell Shipping, we have crafted a truly exceptional representation of teamwork - a model that stands unparalleled in its uniqueness. It embodies the essence of how teamwork fuels our organization's success. Just as a well-oiled engine powers a vehicle, our team operates as a cohesive force where each component, like the cylinders in an engine, works harmoniously to deliver remarkable results.



www.csship.com

This powerful model is illustrated through the diverse roles within our team. From those responsible for ship maintenance to the experts handling IT infrastructure and business intelligence, from the dedicated safety and risk management team to the HR professionals driving our value system, and not forgetting the talented individuals overseeing budget and finance - all of them form crucial links in this engine of teamwork.



Connected by a strong, unifying yellow line, these individuals become the driving force behind the camshaft, channeling their motivational energy to propel the engine forward. Regardless of their position within the organization or their physical location, every member contributes their motivational energy to create a seamless collaboration - translating teamwork into individual horsepower and ultimately culminating in collective horsepower.

This model perfectly encapsulates the essence of our organization's success - a testament to how teamwork, dedication, and synchronized efforts can yield extraordinary results. At Campbell Shipping, we believe that when each individual's unique strengths are harnessed within a supportive team environment, we can overcome any challenge and keep our organization moving forward, achieving new heights of excellence.



Teamwork, to me, is the very essence of our organization's success. It's about recognizing that every individual's role, no matter how diverse, is integral to the smooth functioning of the entire operation. I may handle the technical aspects of maintenance, but I deeply appreciate the dedication of those working tirelessly to keep our ships running smoothly, manage budgets, ensure crew payments, prioritize safety, and mitigate risks.

I firmly believe in promoting inclusivity and diversity within our teams because different backgrounds bring unique perspectives and contribute to a collective pool of motivational energy. However, harnessing this energy requires channeling it in the right direction. That's where our shared vision, goals, and values come into play.



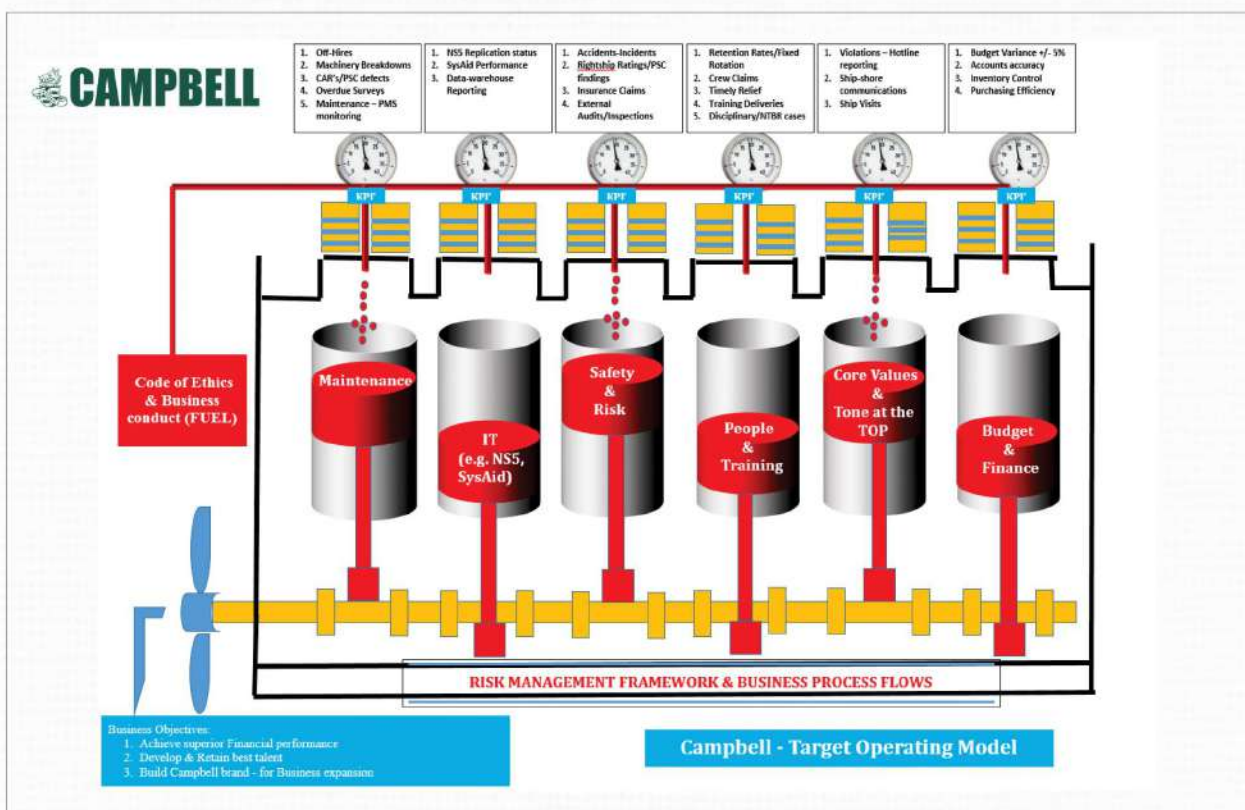
“By ensuring that everyone is focused on the same objectives, we align efforts and drive our business toward success.”



In the shipping industry, where safety is paramount, we walk the talk by empowering our team members to make critical safety decisions on the ground. We instill confidence and encourage them to prioritize safety above all else.

At Campbell Shipping, we acknowledge the significance of each individual and the value they bring to our collective mission. By fostering a culture that values and respects everyone's contributions, we create an environment where teams are motivated and driven to deliver their best performance both onshore and at sea.

Ultimately, it's the collaboration and mutual respect among all team members that lead us to achieve our strategic goals. Together, we navigate the waters of success, united in our dedication to safety, excellence, and a shared vision for the future.



At our company, our commitment to ethical decision-making and the well-being of our staff is paramount. We prioritize doing what is right, even if it incurs financial implications. This principle is embedded in our Campbell Code of Ethics and Business Conduct, guiding us even in emergency situations to ensure the safety of our employees. This, in turn, instills confidence in our workforce.

One of our strategic goals is continuous improvement through adopting best practices. We attract, retain, and motivate the most talented individuals, fostering a performance-oriented culture. Our employee-centric philosophy encourages internal promotions and leadership development.





We emphasize soft skill training and regularly hold leadership seminars to nurture the potential of our future leaders. As a flat organization, our next layer of leaders enjoys close interactions with the board of directors and working committees. This level of involvement allows them to contribute actively to strategic discussions and the execution of our vision.

The collaborative relationship between our executive team and the board through working groups ensures a seamless feedback loop. There is no significant divide between the two, facilitating efficient decision-making and synergy.

One of our proudest achievements was the successful rescue operation in 2014, for which we received recognition from the International Maritime Organization. We managed to save 510 lives, a feat unparalleled in the shipping industry. This accomplishment exemplifies the power of teamwork, from the board to everyone aboard the ship. The dedication and passion displayed during this challenging mission underscore our core value of teamwork.

Overall, our company is built on a foundation of ethics, employee focus, and teamwork, driving our success and making us an industry leader.

We highly value every individual here, recognizing the unique motivational energy they bring to our organization. It is essential for everyone, regardless of their role, to go through our induction process. During this process, I personally have a session with each new employee to ensure they understand the company's values and their significance in the bigger picture.

Our commitment to fostering a sense of purpose among our employees is paramount. We want them to feel that they are not just working to earn a living but are also contributing to a shared goal, driving the engine of our success. This involves both supporting and pushing them to perform at their best. We provide capacity building, and training, or even consider role adjustments if necessary due to health or family issues.

Regarding gender diversity, we do have female seafarers working with us, though the proportion is relatively small due to the challenging ship environment. However, we remain committed to promoting diversity and are continually exploring ways to encourage more women to join our ranks.

As a team, we work passionately together, striving to create a magazine that effectively communicates our values and fosters enjoyment among our employees when reading it. Our ultimate aim is to ensure everyone on board knows they are valued, vital contributors to our shared success.



As conversation with
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The Bahamas Maritime Authority Highlights Campbell Shipping's Employee Focus and Client-Driven Approach in The Flag Newsletter



Campbell Shipping was recently featured in **The Bahamas Maritime Authority's (BMA)** latest edition of The Flag newsletter - Issue 38, released in December 2022. The BMA, renowned for its commitment to excellence in maritime services, highlights Campbell Shipping as an exemplary company that embodies the values of being employee-focused and client-driven.

Campbell Shipping, a prominent player in the shipping industry, stands out for its dedication to nurturing and empowering the seafarer's community. The company recognizes that its success is directly linked to the expertise and dedication of its workforce. By fostering a supportive and inclusive work environment, Campbell Shipping ensures that its employees thrive both personally and professionally. This employee-focused approach not only cultivates a sense of loyalty and motivation but also enhances the company's overall performance and client satisfaction.

Moreover, Campbell Shipping's client-driven approach is lauded in The Flag newsletter. The company understands that delivering exceptional service and exceeding client expectations is paramount in the highly competitive shipping industry. With a client-centric mindset, Campbell Shipping consistently goes above and beyond to provide tailored solutions, timely communication, and reliable support to its customers. By placing the client's needs at the forefront, the company has built enduring partnerships and a reputation for excellence in customer service.



The BMA acknowledges Campbell Shipping's commitment to its employees and clients as a shining example of success in the maritime industry. The company's employee-focused approach ensures a motivated and skilled workforce, while its client-driven mindset guarantees unparalleled service and customer satisfaction. Campbell Shipping's inclusion in The Flag newsletter serves as a testament to its unwavering dedication to excellence and its significant contributions to the shipping industry.



Teamwork at the Helm: Mr. Rajesh Bhadoria Reveals Strategies for Building a Cohesive and High-Performing Campbell Shipping Team



With a remarkable career spanning over 21 years in the maritime sector, Rajesh brings a wealth of experience and expertise to his role. Having spent 17 years sailing on foreign-going vessels, primarily on Bulk Carriers, he possesses invaluable firsthand knowledge of ship operations.

After serving as a Chief Officer on board, Rajesh transitioned to ashore positions, where he continued to excel. He began his shore career as a Marine Surveyor, gaining insights into vessel inspections and compliance. In 2021, he joined the Campbell HSEQ Team as an HSEQ Superintendent, where he played a pivotal role in ensuring the implementation of Campbell's Safety Management System (SMS) on vessels. Rajesh actively participated in conducting internal audits for the Campbell Fleet, further enhancing safety protocols.



Rajesh Bhadoria

In recognition of his exceptional skills and dedication, Rajesh assumed the prestigious position of Campbell Manning Head in 2022. As Manning Head, he takes charge of Crew Management across the entire Campbell Fleet, overseeing the recruitment, training, and deployment of seafarers.

With his extensive maritime background, Mr. Rajesh Bhadoria is a valuable asset to Campbell Shipping, contributing to the company's success and upholding its commitment to safety, efficiency, and crew welfare.



How does teamwork impact the employees to perform their role in the overall working in the organization and how does it contribute to the success of Campbell Shipping?



In our endeavor to focus on retaining our employees, we make a lot of effort in planning and sourcing profiles with the right skill set and culture fit for each job role. Our process involves a manning team for sourcing employees.

The technical team, for eg. the HSEQ and Technical managers approve profiles as they have professional and technical experience. We receive good-quality profiles of candidates. We strive to ensure to recruit employees that are qualified for our fleet to sail the ship to its destination with a trained crew.

Whenever we source a 'Master' as a captain of the ship, his credentials, the former company that he worked with, and prior experience are reviewed. All certificates with the profile and documents of the candidate are sent to the HR department, to the designated person. The HR team arranges the interview process for the candidate and selects him based on his suitability for the ship. When we are able to recruit a good Master we know then that responsibility for the smooth operations on the ship is complete. It is basically sourcing and recruiting the right people to run the ship. This enables all the departments to stay connected with each other.



What are some challenges you face while sourcing and recruiting the right talent for Campbell and also for the broader perspective in the shipping industry?



Challenges could be different, ships are sailing worldwide, so every port has a different requirement. In some countries a pre-joining visa is mandatory. Some countries do not require it and so on.

A lot of collaboration with the teams is required. Several processes are part of the system when a candidate joins. The background check of the candidate, different people in the team who are doing different jobs work judiciously - Sourcing team, which does sourcing, screening, and all documents are checked and validated. After approval, the medical process is done, then the contract is prepared. So everyone and every process is connected to each other to attain the ultimate goal. The teams have daily meetings and it is a part of the routine for the smooth functioning of the selection, hiring, and training processes.



Can you please share some collaborative initiatives that have been taken in the organization?



The joining of a candidate involves a lot of money. Agency fees, flight tickets, and more. So at Campbell, we make it affordable. There is a budget prepared for recruiting the crew and this contributes to the growing industry crew wages. Countries have agents to support visa processes and there is a fee to be paid like flight tickets etc. Campbell Shipping has simple and effective cost-effective systems and always has a planned budget.

Attracting talent from suitable candidates is basically supply and demand. So the market is really good for seafarers. Candidates have a lot of options to choose from, and it is the company that offers them the best facilities and remuneration. Good remuneration is offered to seafarers along with other benefits like medical allowances, rewards, recognition, and annual increments.

As the culture of the people on the ship is similar to each other - there are Indians, Sri Lankans, people from Myanmar, and Bangladesh as well. So all work as a team and do not face many challenges on our ship. We make sure that all religions, geographical



backgrounds, and authenticities are acknowledged and celebrated equally to create a band of harmony among them. This in turn helps to create a more efficient workforce to face any challenges thrown at us from the sea.

Can you share with us some technologies or maybe digital solutions that is actually helping Campbell right now for collaboration and teamwork in the company?

We use a system called PAL - Ship operating system. It has different modules with a normal dashboard. It provides us with full details about how many people are there on which ship or are working onshore facilities, their leave details, etc. It has the complete data of all employees on board. The system is also connected to the staff in the Finance team as well.



After a candidate is appraised their profile is created in PAL. All the data like the name, age, and location, contact number, travel documents, medical documents, certificates, work experience, and bank account is entered in the payroll. The entire payroll system for the ship is available in the system software - PAL. This Business Intelligence software is a technology-driven process for analyzing data and delivering actionable information that helps managers make informed business decisions



How do you and from where do you select your ideal candidates?



Based on networking, mostly LinkedIn is the platform for networking. It helps us in attracting good-quality candidates with prior experience on the ship. Candidates are considered with prior experience and training to work on the ship. Challenges are that some of them frequently change jobs, so at Campbell, we ensure the recruitment of talent who have a desire to serve and continue with us.

Candidates are sourced from Shipping portals, Sea Jobs, or job.net a few portals that help us to get the desired candidate. Campbell invests in the employee, and sometimes people joining and leaving is a challenge. They get a good offer and leave. We do all we can in our best efforts to retain the staff.

As conversation with
Rajesh Singh Bhadoria
Manning Head
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A Self-Less Team Worker



Moving from self-less to self-sufficient team worker

Team work is fundamental to success whether on playing field, in office, or perhaps most importantly, at home. It is a single central issue with deep and sweeping implications in any organizational performance. Team work involves dynamics or forces that are intellectual and more so emotional. These forces operate within the team members influencing each other and being influenced by each other.

The Self-less team worker is the self that the team would like less to have in their team. A self-less individual chooses to maintain conditional sense of belonging with their team. They are high on moralizing team work ethics and quick to identify lack of it. Point fingers at other team members instilling guilt and disturbing the team work code. They are never wrong. The fault always lies with the other. It is the other that drains them of their energy and break the team spirit. They value their personal contribution highly and will be quick to judge and let down the other's. Secretly they may even wish for their team member to fail so that they get the opportunity to step in to prove their competence. They desire to climb the rungs as fast as possible or please their superiors for special gains. This selfish attitude gives them opportunity to prove themselves. They have the need to feel superior, in command and on top of everyone in the team. Often they possess high degree of competency which makes them feel entitled for their behavior.

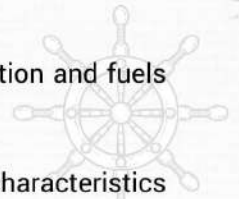


They don't easily share and collaborate information. They may even victimize themselves and earn the right to intellectually and emotionally withdraw their support to their team. They demonstrate a sense of insecurity, self-sabotaging behavior and envy for others. It does not end here. The attitude towards their work deteriorates further. Some people switch into detached mechanical behavior.



They become no better than a mechanical typewriter. Like the keys they need to be told and pushed for every impression to appear on the paper - no more no less. Some may even go to compare their compensation or recognition with peers with a resenting outcome of being undervalued for their contribution. The self-less team worker is a fountain of toxic emotions and energy. They spread their toxicity in stealth mode through various strategies and gaming situations to their advantage. Their focus is to derail the team and create chaos such that due to their skill and expertise they are called in as saviors and they gain control, which they secretly eye for.





The team now has a member who cares less for the team, deprives the team with their contribution and fuels reverse thrust. "Such a person is a self less wanted by the team – The Self-Less team worker."

The Self-Less team worker can be identified as having one, all or any combination of the characteristics mentioned above. Such behavior is so deeply buried into the unconscious mind and it flows effortlessly and mindlessly from that individual. The intent of this article is three fold. First, to help identify such individuals in the team and take corrective steps before the damage caused is irreversible. Second, to identify such traits within us that could lead us to becoming the Self-less wanted by the team. Thirdly, once we identify such patterns how should be remedy the situation.

There are other non-verbal signs to look out for. The interpersonal non-verbal communication shows sign of the inner disdain that runs in these individuals. Gradually it starts to show up in their work. They won't cooperate easily and show more resistance in the path for their team's goal and team-work code. They have a need for attention and they try to grab every bit of it whenever possible. They may even secretly steal ideas and make false claims. It is a loss and defeat for the team.

The insecurities and the envy that underlie people are complex and are formed at very early stage in their life development. They originate through various means like genetic disposition, upbringing, social norms or even as part of a person's endeavor for survival. These qualities lie disguised until specific triggers kick in and drive the person to react in some self-sabotaging and destructive manner for themselves and for the environment they live in.

The cost of replacing team members is high and often times not practical. The consequences that unfold by putting up with such toxic types are emotional trauma, reputation loss, sore relationships, loss of focus and more. These consequences have a lasting fossilizing effect on the team members, be it an organization or a family.



Team work is not about members in a team or business silos coming together in a process orchestrated harmony. A true test of team work is when the team shows resiliency and comes out winner when unprecedented environmental circumstances are thrown at it. When circumstances get challenging and demanding the question to ask is, do people succumb to their hidden insecurities and emotionally react or rise to the occasion with a rational thinking force not dithering away from their vision?

Tons of organization's time, effort and money are spent on management games, simulations and trainings to construct a magic fabric of so called harmonious work or better - Team Work, believed to raise productivity and materialize the big vision. It eventually becomes an endless chant and a healthy corporate jargon that everyone feels so certain to talk about.



Turning the table: True team work comes with people binding with a strong sense of higher common organizational purpose. While the purpose can be articulated by the leader it is individual's endeavor to align and walk the path. The purpose is meant to serve organizational and individual aspirations while upholding human values. This is the starting point. Purpose gives us our WHY and connects values. It binds people to their goals and their goals to human values. The goals then become innate and individual barriers melt away. Take lessons from freedom fighters, high achievers, social workers, successful CEOs, state leaders, inspirational teachers, parents and last but not the least ants. Yes, ants! They build the largest structures on earth when compared with the height of the builders, yet there is no CEO ant! All these people have one thing in common. A strong value system – a strong WHY – a strong Purpose. A solid purpose is then a bed rock of a resilient adaptive organization that can inspire countless lives and metaphorically speaking move mountains.

Second, having connected to one's WHY, tapping into one's potential is automatic and natural occurring. The potential is our HOW. It is a tap into one's inherent skills, intellect and knowledge unrestrained, unconditional and with abundance flowing. The energy so felt is higher than the highest octane any product can offer. The person is self-fueled - self-sufficient.

With this new found energy source, the self-less team workers gradually shift their attention from their self-victimization, self-sabotaging and helpless position to a new renewed self. What they experience is a shift of perspective. With this new perspective they are able to alter their actions and bring a change in their behavior. This breaks their mental barriers, strengthens their belief system and they approach life feeling secured and contributing. And as their contribution gets deeper and meaningful they experience the joy in what they do. They are in flow. This flow is a self-feeding energy loop and is highly addictive. Creativity and innovation pour out. Energy is intrinsic. The person becomes the inspiration for the rest. We now have a self-sufficient team worker.

A self-sufficient team worker is an asset and a distinct advantage to the team. As the saying goes "behind every genius is a team". When people play off each other's skills and knowledge, they create innovative solutions to meet the demands of the challenging circumstances. There is flexibility to try out newer paths and yet keep up with the safety nets for any accidental fall. Solutions offered are innovative, creative and highly rational keeping long term consequences in mind. Solutions are guided and kept on the path by the guiderails of purpose. Achieving a purpose kindles positive emotions in every member. Joy is felt. A team at joy with their work is a productive team and the emotional quotient of all the members is on the rise. You have happy employees or family members. Lowers risk of burnout and creates time and space for personal and professional growth. It encourages smarter risk taking and ensures every decision and action has a backup and the team or the family stands by it.

Fostering a sense of authentic purpose triggers belongingness in individuals. They are motivated to lead for the cause and be accountable for their actions. They pour out every ounce of their competency. They become passionate in what they do. Their perspective becomes broader and contagious and is recycled in to the team. The walls that defined self and otherness melt away as the winds of purpose flow. They are now a wanted self-sufficient team worker.



Homi Bharda
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Recipe for Goan Chicken Xacutti



If you're a fan of bold and exotic flavors, then Chicken Xacuti should be on your must-try list. Hailing from the beautiful coastal state of Goa in India, this aromatic curry is a true explosion of taste, blending Indian and Portuguese influences to create a mouthwatering dish that will leave you craving for more.



Rebello George
Chief Cook

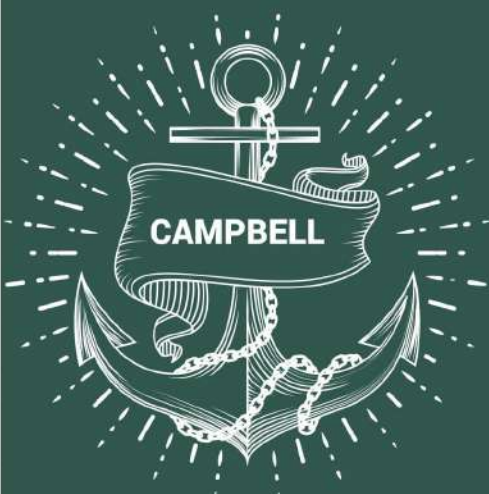
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Dry Ingredients

150 gms or ½ cup desiccated coconut
2tbsp cumin, coriander and mustard seeds
4 cloves of garlic and 1 piece ginger
4 cloves and 8 black peppers
6 whole red chillies
1 tbsp grated nutmeg

Wet Ingredients

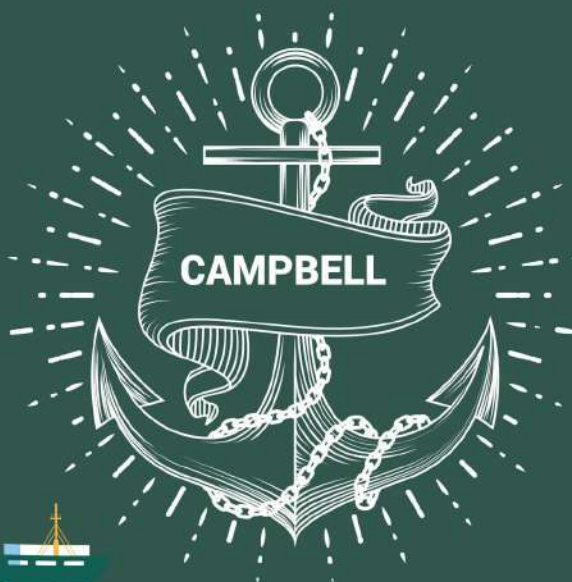
1 chopped onion
2 onions finely sliced
1 tbsp salt to taste
A pinch of sugar
4 tbsp oil
1.5 kg chicken
250ml coconut milk
4tbsp tomato puree





- ✓ Sauté the dry ingredients in a frying pan along with chopped onion and the desiccated coconut. Sauté them till they are deep golden brown
- ✓ Grind all of these in a processor to a smooth paste and reserve.
- ✓ Heat the oil and fry the sliced onion until golden brown. Add the masala paste, turmeric and salt.
- ✓ Sauté for 2 to 3 mins and add the chicken with the remaining ingredients.
- ✓ Bring to boil then simmer until the chicken is cooked and the gravy is thick.

If you're looking to embark on a culinary adventure, Chicken Xacuti is the perfect choice. Its harmonious blend of spices and coconut creates a symphony of flavors that will transport you straight to the sandy shores of Goa. Whether you're a spice enthusiast or simply someone who enjoys bold tastes, this Goan style chicken curry is a must-try dish that promises an unforgettable and satisfying gastronomic experience. So why wait? Gather your ingredients and get ready to indulge in the irresistible flavors of Chicken Xacuti!



Recipe for Chilli Chicken



If you're a fan of Chinese cuisine or simply enjoy a burst of fiery flavors, then the Chilli Chicken recipe is an absolute must-try! A popular Indo-Chinese dish, Chilli Chicken combines succulent pieces of chicken with a tantalizing blend of spices and sauces, creating a mouthwatering experience that's sure to leave you craving more.

400g boneless chicken, cut into bite-sized pieces
1 tablespoons soy sauce
3-4 tablespoon cornstarch
1 egg, lightly beaten
1 teaspoon ginger-garlic paste
Salt and black pepper to taste
Oil for deep frying

For Marination - In a mixing bowl, combine the chicken pieces with soy sauce, cornstarch, beaten egg, ginger-garlic paste, salt, and black pepper. Mix well and let it marinate for at least 30 minutes (the longer, the better!) in the refrigerator.

Heat oil in a wok or deep frying pan over medium-high heat. Once the oil is hot, add the marinated chicken pieces in batches and fry until they turn golden brown and crispy. Remove the fried chicken and place it on paper towels to drain excess oil.



*Vinay Sati
Chief Cook*

iloved it

For the Chilli Chicken Sauce

2 tablespoons oil
1 onion, finely chopped
1 green bell pepper (capsicum), thinly sliced
1 red bell pepper (capsicum), thinly sliced
2-3 green chilies, finely chopped (adjust to your spice preference)
1 tablespoon ginger-garlic paste
2 tablespoons tomato ketchup
1 tablespoon soy sauce
1 tablespoon chili sauce
1 tablespoon vinegar
1 tablespoon cornstarch, dissolved in 1/4 cup water
Spring onions (scallions) for garnish





Prepare the **Chilli Chicken** Sauce

In a separate pan, heat 2 tablespoons of oil over medium heat. Add chopped onions and sauté until they turn translucent. Then, add the sliced green and red bell peppers, along with chopped green chilies. Continue to stir-fry for a couple of minutes until the peppers are slightly tender.

Lower the heat and add ginger-garlic paste to the pan. Stir-fry for a minute until the raw smell disappears. Now, add tomato ketchup, soy sauce, chili sauce, and vinegar. Mix everything well and let the sauce simmer for a minute.

Add the dissolved cornstarch to the simmering sauce while continuously stirring. The cornstarch will thicken the sauce and give it a luscious texture.

Bringing It All Together

Leaders should actively demonstrate trust by encouraging open communication, acknowledging diverse perspectives, and fostering an environment where mistakes are viewed as learning opportunities.

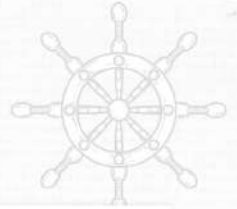
Garnish and Serve

Sprinkle some chopped spring onions over the Chilli Chicken for a vibrant finish. Serve hot with steamed rice or as a delightful appetizer.

Get ready to savor a symphony of flavors with Chilli Chicken, a perfect blend of spiciness, sweetness, and tanginess. This recipe is sure to impress your taste buds and become a favorite in your culinary repertoire. So, don your apron, gather the ingredients, and embark on a delightful gastronomic journey!



Anchored in Unity: The Strength of Teamwork at Campbell



Effective teamwork in a maritime setting brings about a multitude of key benefits that foster a seamless and successful operational environment. Just like a closely-knit family, the team functions as a cohesive unit, supporting each other through both smooth sailing and challenging waters. Emphasizing mutual trust, cooperation, friendliness, and motivation, teamwork in this context is paramount for achieving the shared vision and goals. As the adage aptly puts it, "Coming together is a beginning, keeping together is progress, and working together is a success."

As the waves crashed around us, we reached the summit of a towering sea cliff, feeling invincible



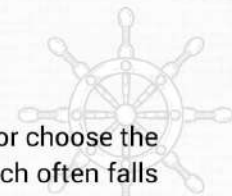
Pratap Madhura
2nd Engineer

The COVID-19 outbreak brought forth an unforgettable experience, and while adhering to social distancing measures seemed manageable while at sea, human interaction at ports proved unavoidable to sustain essential operations. Nevertheless, our remarkable team diligently took all necessary precautions onboard, ensuring the safety of everyone involved in port activities. We successfully managed to handle the arrival of pilots, cargo operation personnel, and personnel responsible for receiving stores, spares, and provisions at ports. Additionally, we skillfully assisted shore technicians and surveyors who needed access to our vessel.

In the face of the pandemic's challenges, we demonstrated exceptional professionalism and commitment. Our expertise shone through as we safely carried out critical fuel oil and lube oil bunkering operations. Moreover, we accomplished our annual class survey in the United States, and our efforts were nothing short of commendable as we achieved a NIL deficiency record for the PSC inspections conducted in Mexico, South Korea, and Turkey.

Throughout this adventurous expedition, which has left an indelible mark on my life, the support provided by Campbell's management was unwavering. Onboard, they kept us informed, and motivated and ensured we followed strict safety protocols. Furthermore, they facilitated ongoing communication with our families, recognizing the importance of staying connected during such trying times. Their relentless efforts also included expediting crew changes, allowing us to bid farewell to our dear ones and reunite with our family and friends as soon as possible.





Common Objectives Reinforcement

When it comes to accomplishing tasks, some team members might be tempted to take shortcuts or choose the path of least resistance, believing it's an easier way to get the job done. However, such an approach often falls short of producing satisfactory results and can lead to various issues. To ensure success and maintain high standards, it is crucial for the team to commit to finishing the job properly, adhering to established rules and regulations.

Bypassing protocols and rules may seem tempting at times, but they can compromise safety, efficiency, and overall effectiveness. A truly successful team acknowledges the significance of following guidelines and procedures, understanding that they exist for a reason – to ensure smooth operations and mitigate potential risks.

In a maritime setting with a multinational crew, there might be instances where misunderstandings arise due to language or cultural differences. To overcome these challenges, effective communication and patience are essential. Taking the time to explain concepts, processes, and expectations can bridge any gaps in understanding, fostering a more cohesive and harmonious team environment.

By embracing a commitment to doing the job properly and upholding regulations, the team not only ensures the successful completion of tasks but also establishes a reputation for reliability and professionalism. This approach builds trust among crew members and with external stakeholders, contributing to the overall success of maritime operations.

Embracing various strategies, we foster a harmonious work environment while tackling obstacles head-on

Our team embraces a range of problem-solving techniques and strategies that contribute to tackling challenges efficiently and fostering a harmonious work environment. One of our core principles is to encourage active interaction among all team members. By creating an open and inclusive atmosphere, we draw on diverse perspectives and ideas, allowing everyone to contribute and be heard.

Brainstorming sessions are a staple in our problem-solving approach. To foster teamwork and camaraderie, we engage in sports activities and organize "Sunday Funday" events, where we participate in recreational activities together. These occasions not only strengthen our bond as a team but also help us unwind and recharge, promoting a positive work atmosphere.

Sharing meals, particularly enjoying Biryani together, is another way we nurture team cohesion. Eating together not only satisfies our hunger but also fosters casual conversations that often lead to valuable insights and a deeper understanding of each other's perspectives.

We recognize the importance of well-rested team members, so we prioritize proper rest and encourage everyone to maintain a healthy work-life balance. To maximize efficiency, we distribute work responsibilities fairly and transparently. This prevents overwhelming any single individual and ensures that tasks align with each team member's skills and expertise.

Our team culture vehemently opposes bossy behavior, emphasizing a collaborative and respectful approach instead. By fostering a flat hierarchy and encouraging open communication, we create an environment where everyone feels valued and empowered to contribute their best ideas.



Conflict Resolution

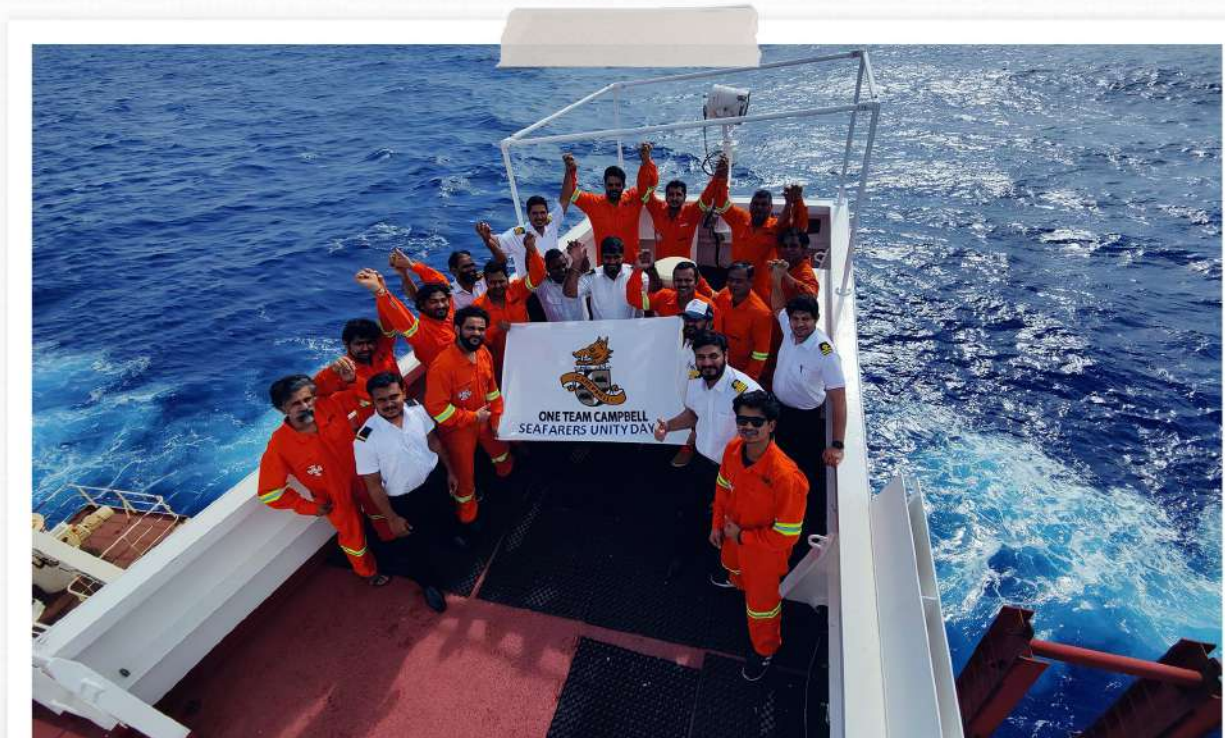


Conflicts between different departments on a ship can occasionally arise due to differing perspectives, priorities, and responsibilities. To effectively address such conflicts and promote a harmonious working environment, resolution strategies are crucial. First and foremost, it is essential to ensure clear and open communication between the two parties involved. Each side should have the opportunity to explain their viewpoints and concerns, allowing for a better understanding of the underlying issues. By facilitating an open dialogue, miscommunications and misunderstandings can be minimized.

Furthermore, it is crucial to communicate the ultimate goal and shared objectives of the ship's operations. Emphasizing the common purpose and the significance of collaborative efforts can help both departments recognize the greater importance of working together. By fostering mutual respect and cooperation, conflicts can be effectively resolved, leading to enhanced teamwork and a more efficient and productive maritime operation.

While we emphasize teamwork, we also value individual effort. Each team member's strengths are recognized and utilized, allowing for a well-rounded and comprehensive problem-solving approach. By striking the right balance between collective collaboration and individual initiative, we empower our team to tackle challenges efficiently and achieve success together.

In reflection, my time at Campbell Shipping taught me the true essence of resilience, teamwork, and adaptability. Despite the uncertainty that engulfed the world, our team remained steadfast, demonstrating exceptional



Pratap Madhura
2nd Engineer
Campbell Shipping

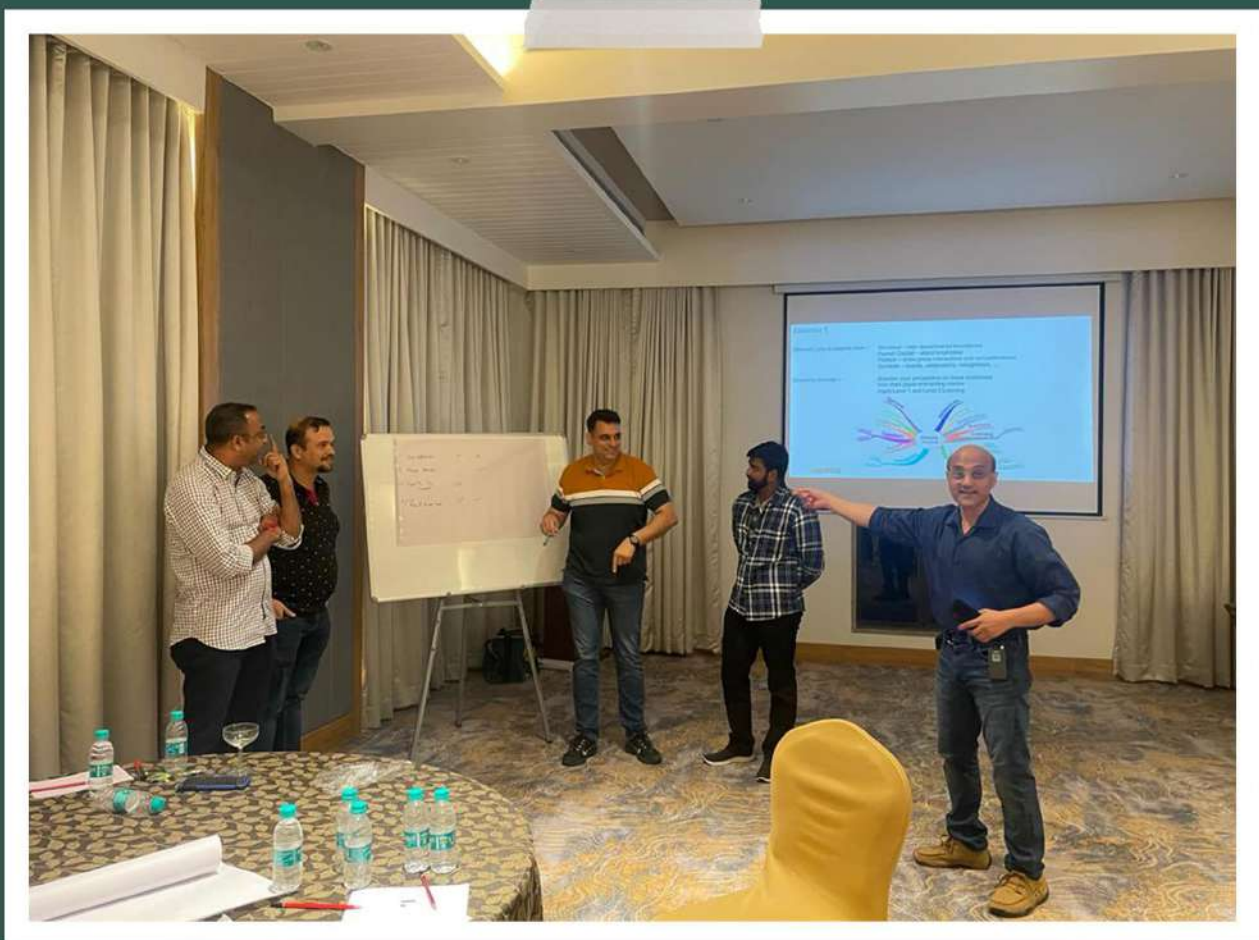
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Developing Leadership Skills



Effective leadership plays a pivotal role in nurturing teamwork within the shipping industry. Strong leaders create a supportive environment, inspire their team members, and facilitate collaboration. Leadership development programs should be implemented to equip crew members with the necessary skills to lead and motivate others effectively. These programs can focus on areas such as decision-making, conflict resolution, emotional intelligence, and team building.

Through CCO 2days intensive in person training programme such as "Culture Champion" to Karco trainings for leadership development





01

Decision-making and Problem-solving

In the shipping industry, crew members often face complex challenges and time-sensitive decisions. Leadership skills enable individuals to make informed decisions and solve problems efficiently. Effective leaders are skilled at analyzing situations, weighing options, and considering the input of their team members.

By developing leadership skills, crew members become more capable of making sound judgments, managing risks, and finding innovative solutions. This ability to navigate challenges collectively strengthens teamwork and ensures the smooth operation of the shipping industry.



02

Adaptability and Resilience

The shipping industry is subject to numerous uncertainties, such as adverse weather conditions, technical issues, or market fluctuations. Leaders who possess strong adaptability and resilience skills can guide their teams through such challenges effectively.

When crew members witness leaders demonstrating adaptability, they are more likely to embrace change, overcome obstacles, and collaborate in finding creative solutions. This adaptability not only enhances teamwork but also contributes to the long-term success and sustainability of the shipping industry.

03

Fostering Mutual Respect and Trust

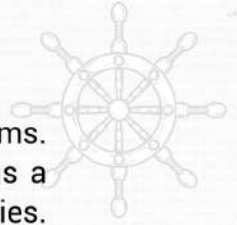
Developing leadership skills within the crew promotes a culture of mentorship and succession planning. Strong leaders recognize the importance of nurturing future leaders and invest in their development.

By providing opportunities for skill-building, coaching, and mentoring, experienced crew members can pass on their knowledge and expertise to the next generation. This continuity ensures the growth and stability of the shipping industry by fostering a pipeline of skilled leaders who can continue to inspire and guide their teams towards success.



Encouraging Diversity and Inclusion

Diversity and inclusion are key elements in fostering innovative and high-performing teams. Embracing diversity in terms of gender, nationality, ethnicity, and backgrounds brings a range of perspectives and experiences, enriching the team's problem-solving abilities. Shipping companies should prioritize inclusivity by implementing policies that promote equal opportunities, eliminating bias, and fostering a culture of respect and appreciation for individual differences.



Building Strong Teams: Insights from Mr. Lekhak Thapa, Lead - Human Capital at Campbell Shipping



Mr. Lekhak brings a wealth of experience working with multinational corporations (MNCs) such as Mahindra, People Strong, and Citi. His expertise lies in HR business partnering, talent management, employee engagement, and learning & development.

Lekhak holds a post-graduate degree in human resources and is recognized as an XLRI-certified Talent Management specialist. He is deeply committed to Campbell's philosophy, which focuses on providing employees with opportunities for career growth. As the Human Capital Lead, Lekhak spearheads various initiatives to support this philosophy. He designs and implements learning and development programs for seafarers, both during their time on board and while on leave. Furthermore, he leads engagement initiatives, mentoring programs, and initiatives that prioritize the overall well-being of seafarers. Additionally, Lekhak takes charge of the entire shore personnel human resources vertical, demonstrating his comprehensive understanding of the organization's needs.

With Lekhak's expertise and dedication, Campbell Shipping is well-positioned to enhance its human capital strategy, foster employee growth, and ensure a supportive and thriving work environment for all personnel involved.



Lekhak Thapa



At Campbell Shipping, teamwork is not just a buzzword; it's a fundamental value ingrained in every aspect of the company. In an exclusive interview with Lekhak Thapa, the Lead - Human Capital at Campbell Shipping, we gained valuable insights into the significance of teamwork and its influence on the company's success. Thapa and his team go above and beyond to foster collaboration, connecting with onboard and shore. In this article, we explore how teamwork plays an essential role in keeping the company afloat and why it is considered a non-negotiable requirement.



How does **Campbell Shipping** emphasize the mandatory nature of teamwork as a core value within the organization?



"Teamwork is a core value at Campbell Shipping and is mandatory, it is not an option. Only with Teamwork, the Ship can sail"

Mr. Thapa emphasized that teamwork is not an optional choice at Campbell Shipping; it's a mandatory principle that every employee understands and embraces. From the technical team to onboard crew members, each individual is acutely aware of the criticality of working together harmoniously. This mindset extends beyond departmental boundaries, encouraging cross-functional collaboration and synergistic efforts.

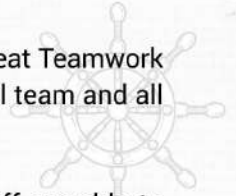
We actively engage with onboard and shore staff, fostering an environment where open communication and collaboration are encouraged. By promoting a sense of unity and shared purpose, they create a work atmosphere where every team member feels valued and supported.

Teamwork extends beyond internal relationships. Campbell Shipping recognizes the importance of working collaboratively with external stakeholders, including vendors. By establishing strong partnerships and fostering open lines of communication, they ensure seamless coordination between various parties involved in shipping operations. This approach not only enhances efficiency but also strengthens the overall team dynamics.

By instilling a shared sense of responsibility and accountability, Campbell Shipping cultivates a strong work ethic and a culture that celebrates collective achievements.



Teamwork is a core value at Campbell Shipping and is mandatory, it is not an option. Only with great Teamwork the ship can sail. The HR Lead with his team connects with the onboard and shore staff, technical team and all other teams and every individual is conscious as an employee that teamwork is a core value.



Training in behavior and physiology have improved the performance of teams. Ship or Shore staff are able to connect with each other much better. With regular team building training exercises and training teams onboard and on shore realize the importance of communication and teamwork.

What are some of the strategies and initiatives that Campbell Shipping implemented to promote and enhance teamwork within the organization? Can you please share some successful teamwork initiatives at Campbell Shipping that have positively impacted talent attraction and retention?

Campbell Shipping has implemented numerous initiatives to enhance employee engagement, foster team building, and promote a positive work culture. One notable program is the Reward and Recognition program, which acknowledges and appreciates the efforts and achievements of employees. Additionally, the company emphasizes training and development through various programs that aim to enhance skills and knowledge among the workforce.

One highlight of the year is the Annual Seminar, where staff members from the ships and shore staff come together, fostering stronger relationships and better collaboration. This event serves as a platform for team members to connect, share experiences, and learn from one another.

Another key aspect of Campbell Shipping's approach to employee engagement is the focus on training, learning, and development. By investing in their teams' growth, the company ensures that employees stay connected, motivated, and equipped with the necessary skills to excel in their roles.

To further promote team spirit and creativity, the company encourages employees to participate in engaging activities. One such activity involves creating videos as a team, which allows them to showcase their camaraderie and teamwork. Teams are given the freedom to choose a song, choreograph a dance, and even decide on a color and dress code. These initiatives not only provide a platform for teams to showcase their talents but also foster connections with other teams within the organization.



How does **Campbell Shipping** address the challenges of working in a multicultural environment, including language barriers, while ensuring a safe and productive work environment for its staff?



As part of its management strategy, Campbell Shipping thoroughly understands and analyzes the work environment, taking into consideration the number of incidents occurring on the ship. This analysis enables them to implement effective initiatives that promote a safer and more productive workplace. Additionally, the company embraces diversity by employing individuals from different countries, thereby fostering a diverse culture within the organization.

Working in a multicultural environment can present challenges, particularly when it comes to language barriers. Campbell Shipping places great emphasis on communication and team building, making

it mandatory for all staff to communicate in English. This language requirement ensures efficient communication and facilitates navigation during emergencies across all locations.

Another challenge faced by staff while on board is food. Campbell Shipping prioritizes the health and well-being of its employees by providing hygienic and nutritious cuisine. We take into account the different nationalities of their staff, catering to varying taste preferences and spice levels. During the recruitment process for cooks, thorough interviews cover all essential questions relevant to the job role.

To enhance the culinary expertise of our chefs, Campbell Shipping sponsors training programs in Hotel Management. These programs are conducted in November and December in Myanmar and in June in Kolkata, India. Chefs receive a basic wage and are eligible for sponsorship during the training period, demonstrating the company's commitment to nurturing talent and improving the overall quality of their food services.



What are some challenges or barriers to implementing effective teamwork strategies in the shipping industry?



"We understand that collaboration and synergy among our international team are vital in achieving our goals, vision, and mission."

At Campbell Shipping there are 3 locations, Mumbai, Singapore, and the Bahamas. Hence the different time zones. To keep this challenge at bay, we have created a plan to connect at a common time on That is suitable to all the member, respecting the personal time on individual. The time is convenient for all at Campbell Shipping irrespective of location. All major decisions, events, and cross-location team-building exercises take place during this time.

At Campbell Shipping, we understand the importance of effective communication, which is why we utilize Varies mode of communication tools such as Microsoft Teams and WhatsApp. Whether it's a group chat or a conference call, we ensure that our team stays connected across different locations.

Recognizing the diverse backgrounds and cultures within our organization, we make it a point to celebrate and participate in various cultural festivities. For instance, during independence day celebrations, we design and send posters to each location, creating an environment of inclusivity and unity.

As the HR team, we understand the significance of gender balance and diversity in the workplace. Our recruitment processes are meticulously designed to ensure that we have a workforce that reflects different perspectives and experiences. By promoting inclusivity, we strive to create an environment where every team member feels valued and empowered.



How do you measure the effectiveness of teamwork initiatives at Campbell Shipping in terms of talent attraction and retention, Metrics/indicators implemented?



Campbell Shipping understands the importance of employee motivation and happiness in maintaining a productive workplace. To ensure that our staff remains motivated and content, they have implemented two surveys: the People Survey and the Total Motivate Survey (ToMo).

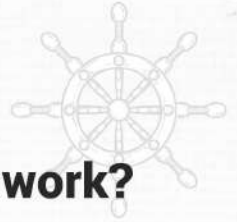
The People Survey is conducted for all employees, aiming to analyze and evaluate their motivation levels, happiness, and sense of connection within the organization. It focuses on various aspects, such as career development opportunities that allow individuals to learn and grow. Furthermore, it ensures that employees are working in an environment with robust infrastructure, providing ample opportunities to connect and collaborate with their colleagues.

The People Survey generates a comprehensive scorecard that reflects the different aspects of employee satisfaction. This scorecard is sent out to November and December, allowing them to assess engagement and identify areas that need improvement.

In January and February, Human Capital Steering Committee at Campbell Shipping's conducts meetings to review the Score and employee life cycle based on the survey results. If any areas require attention and change, the team devises a plan to improve the existing systems and processes, ensuring that the company remains responsive to employee feedback and continuously strives for a better work environment.



Looking ahead, what are some examples of how the commitment to upholding ethical standards at Campbell Shipping translates into demonstrated teamwork?



By hiring employees who embody these values, Campbell Shipping fosters an environment where everyone complies with the shared principles of accountability and integrity. This commitment to upholding ethical standards translates into demonstrated teamwork and a focus on individual and collective responsibility.

Employees receive competitive remuneration, enjoying higher compensation compared to the Indian market. Additionally, the company offers comprehensive benefits such as medical and health facilities, ensuring that employees' basic needs are met.

The company invests in capacity-building initiatives and provides ample opportunities for career progression, ensuring that employees' needs are fulfilled and their potential is nurtured.

As conversation with
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Nutrition Hub



Mindfulness in Mind, Body & Nutrition

Mindfulness is the ability we all possess & can cultivate. It is the ability of being present & fully engaged with whatever you are doing at the moment. It means that you are free from distraction or judgment, & most importantly, that you are aware of your thoughts & feelings without dwelling on them. It is rooted in realization that when we ignore what we are seeing, touching, hearing, feeling or eating, it is as if it does not exist.

For instance, if we go & talk to somebody & that person is distracted & not listening, we all go away feeling hungry of connection & affection. If we eat while watching television or when we are distracted due to stressful thoughts & not really tasting, the food goes without our noticing it. We remain somehow hungry & unsatisfied. We go away from table for something more to nourish us & fill up the stomach. It seems so simple of being aware of what we eat, but somehow we have lost the track of how to do it.



Akshaya Mondkar

Mindful eating is an approach to food that focuses on individuals' sensual awareness of the food & their experience of the food. It involves paying attention to our food, on purpose, moment by moment, without judgment. Here you are an expert. It has little to do with calories, carbohydrates, fat, or protein. The purpose of mindful eating is not to lose weight, although it is highly likely that those who adopt this style of eating will lose weight. The intention is to help individuals savor the moment & the food & encourage their full presence for the eating experience

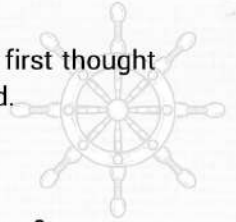
Diets which focus only on weight loss are usually successful in the short term, but many tend to fail over time. What determines success & failure with such diets? A common thread for those who are successful is the ability to pay attention to the diet & stick with the plan, whatever that plan might be. It might seem obvious, but this is the difference between "mindless" eating & conscious eating. The difference with mindful eating is that it is not about rules or guidelines; instead, it is about individual experience. It is a process-oriented, rather than an outcome driven, behavior

No one has the same experience with the same food every time. The idea is for people to have their own experiences & to be in the present while having them.

During mindful eating an individual focuses on appreciating the experience of food & is not concerned with "restricting intake". The person chooses what & how much to consume. It is not coincidental that, within a mindful approach, the person's choices often are to eat less, savor eating more, & select foods consistent with desirable health benefits.



Eating mindfully is about bringing full awareness to each plate or bite of food. It begins with the first thought about food & lasts until the final bite is swallowed & the consequence of the episode is experienced.



Useful tips that can help mindful eating,

- ✓ Before reaching for something automatically, stop & take a moment to notice what you are feeling & what you might want to fill you up.
- ✓ Are you stressed, bored, angry, or sad? Are you lonely? Or, are you actually physically hungry & having a growling stomach? Be mindful of your reactivity & make a choice instead.
- ✓ If your desire is not about hunger, do something else more appropriate for the desire.
- ✓ Eat intentionally & only eat. Put away other distractions & pay attention to your food only.

In addition to how you experience a food, consider what it took to bring this food to you. Who was involved in the growing process & production? Consider the sun & soil it took to grow the ingredients & ask yourself where in the world it came from. Appreciate all of what it took to bring it to your plate. Basically this our old tradition of praying & expressing gratitude before having food.

Savor each bite. After each bite, check in with your body to see how you are feeling. Notice it. Have you had enough? Do you need more? Is it time to stop? Then move on to whatever you have chosen.

Eating mindfully is a practice that requires a commitment to behavior change similar to that needed for any diet or eating plan; at a diet's core is the need to pay attention. It is important to restate that the main benefit of mindful eating is not weight loss. However, it is highly likely that people who adopt mindful eating as a regular practice will lose excess weight & keep it off

Eating mindfully has incredible benefits for your mind & body,

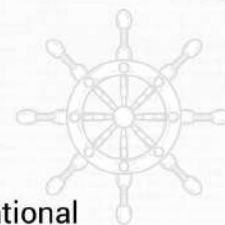
- ✓ Slow down & take a break from the hustle & bustle of your day, easing stress & anxiety.
- ✓ Examine & change your relationship with food—helping you to notice when you turn to food for reasons other than hunger, for example.
- ✓ Derive greater pleasure from the food you eat, as you learn to slow down & more fully appreciate your meals & snacks.
- ✓ Make healthier choices about what you eat by focusing on how each type of food makes you feel after eating it
- ✓ Improve your digestion by eating slower.
- ✓ Feel fuller sooner & by eating less food.
- ✓ Make a greater connection to where your food comes from, how it's produced, & the journey it's taken to your plate.
- ✓ Eat in a healthier, more balanced way.

Akshaya Sitaram Mondkar
Group Nutritionist
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Strengthening the Global Maritime Community: Campbell Shipping Becomes a Member of ISWAN



Campbell Shipping is delighted to announce its recent membership with The International Seafarers' Welfare and Assistance Network (ISWAN). As an esteemed international maritime charity, ISWAN is dedicated to enhancing the lives of seafarers and their families through a range of vital services, resources, strategies, and advocacy efforts.

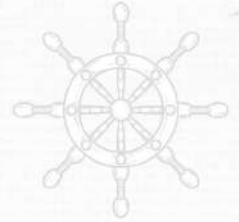
At Campbell Shipping, we share ISWAN's vision of creating better lives for all seafarers and their families worldwide. As a member of ISWAN, we are eager to collaborate with like-minded organizations and fellow members to work towards the welfare and well-being of seafarers across the globe.



Moreover, ISWAN's focus on providing Maritime Mental Health Awareness training complements our dedication to the mental well-being of seafarers. Through in-house training for companies and open access sessions for individuals or smaller groups, this initiative contributes to building a more mentally resilient and supported maritime workforce.



How do you practice **TEAMWORK** in day-to-day life?



Teamwork means working, cooperating, and helping each other to accomplish a common task. It is a collaborative effort to understand the task, comprehend the purpose, and work unanimously to achieve it. Every team needs a visionary leader who should be able to provide clarity, take responsibility and lead the team with ethics and integrity.

To be a good leader one must understand that he will be faced with challenges in the form of diversified members and harsh working conditions. Every employee has their own skills, talents, and capabilities, it's for a team leader to realize the potential of the members and utilize them in the best possible way which will not only help the team but will also help its members to grow as an individual.

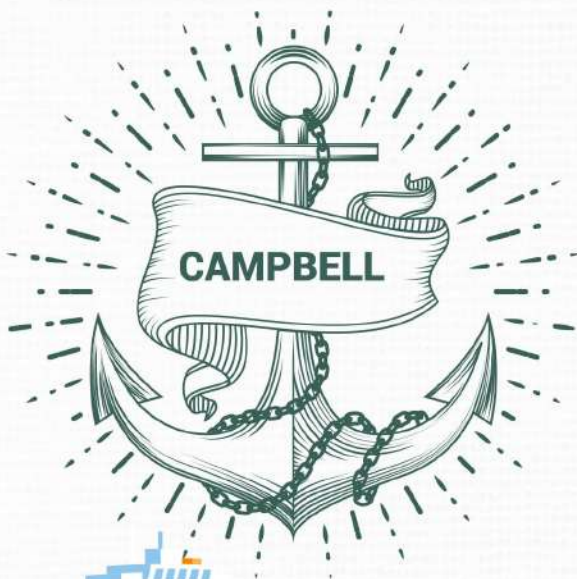
As a leader, I always instruct and guide the members of my team without which, it is difficult to work in teams. I teach the members not to focus on individual benefits but to work for the benefit of the entire team. Teamwork reduces individual stress at the workplace.

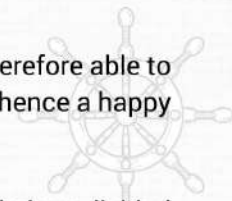


Capt. Stanley Rodrigues.

Teamwork makes many of our dreams work as it helps us to face challenges and hardships. It should be encouraged frequently for achieving higher efficiency. Since working in a team helps us to overcome our differences and shortcomings thereby enhancing our outputs at the workplace, I always encourage the members for it.

Working in a team helps us to share our thoughts and ideas. In teamwork, it is crucial to go out of the way to selflessly and tirelessly work without judging and criticizing co-members for being less efficient.





As a Team Leader, I always try to understand the needs and mindsets of the team members and therefore able to render full support. The right kind of balance is crucial in the mental development of an individual, hence a happy employee is a productive employee.

It is important to build a good rapport with the members of the team, to ensure them of the leader's undivided attention and unbiased support. Therefore, to boost their rapport, I arrange for small get-togethers eg. Crew parties, entertainment, sports activity, etc so that they understand and bond with each other well.

It is said that "Too many cooks spoil the soup" but this is untrue concerning teamwork as here, there is a collaborative effort of too many brains and too many hands pursuing a common task. To expect a smooth and efficient operation, it's therefore essential for a Leader to imbibe qualities such as authenticity, compassion, ownership, and most of all Moral Fiber. Let us create a healthy atmosphere at the workplace for healthy teaming up.



I would like to conclude with a Quote:

"Teamwork makes the dream work"

By Capt. Stanley M. Rodrigues



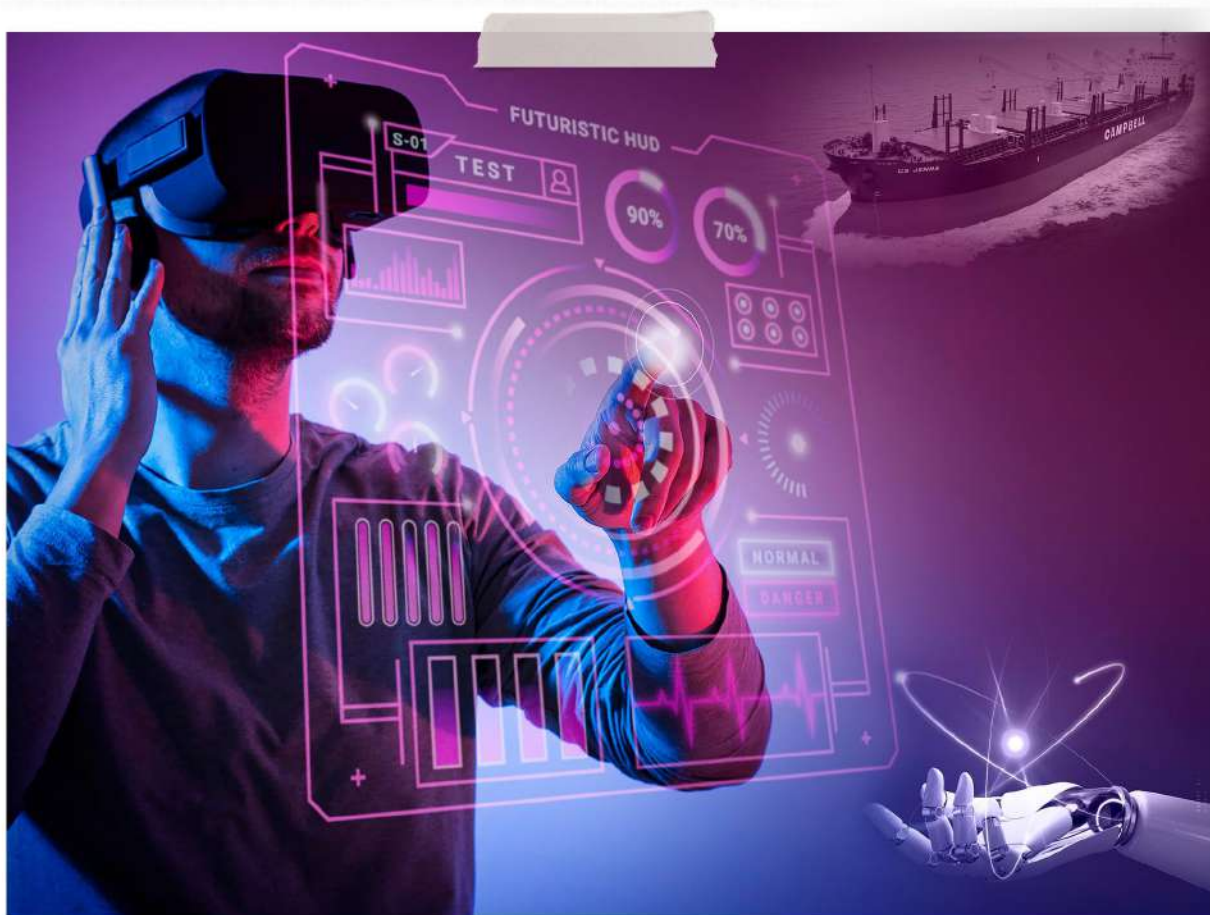
Stanley Rodrigues
Master
Campbell Shipping

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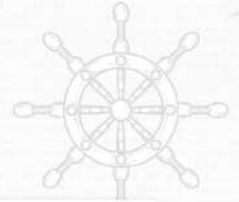
Voyage of Innovation:

Emerging Trends in Teamwork

Exploring collaborative technologies, such as blockchain and AI, revolutionizing the shipping landscape.



Fostering Teamwork: Navigating Success through Collaboration and Continuous Learning



In Conversation with Capt. Kesav

In the maritime industry, leadership, teamwork, and continuous learning are not just buzzwords; they are the guiding principles that steer organizations toward success. Capt. Kesav's journey exemplifies the transformative power of these principles, reminding us that dedication, knowledge, and commitment are the keys to maritime safety, innovation, and operational excellence.

When asked about his responsibilities in maintaining the delicate balance between operational excellence and safety as the head of HSEQ-Risk teams, Capt. Kesav shared some of the amazing and intricate details with us:



Capt. Venkat Kesav

In the words of Capt. Kesav, "In the intricate world of maritime operations, where safety, efficiency, and compliance reign supreme, the role of a responsible leader becomes pivotal. Meet the guardian of safe operations, the overseer of HSEQ-Risk teams, tasked with ensuring adherence to regulations and championing the secure operation of each vessel. This role entails a profound commitment to maintaining a seamless balance between operational excellence and compliance with safety protocols.

"The foundation of this role lies in overseeing and validating the safety and pollution prevention aspects of vessel operations. Ensuring the availability of resources and the provision of shore-based support to vessels is a testament to the dedication required for a smooth maritime journey. A leader in this capacity must not only possess a keen eye for detail but also demonstrate a proactive approach to anticipating and mitigating potential risks.

"Amidst the intricacies of maritime management, one fundamental principle emerges as a guiding light: the power of teamwork. The synergy of a well-knit team can be the very force that propels maritime endeavors toward success. The basic tenets of successful teams—trust, clarity, alignment, commitment, accountability, creativity, conflict resolution, and result achievement—paint the canvas upon which maritime victories are forged. It's a truth universally acknowledged that teamwork bolsters efficiency and productivity.

"Yet, creating a culture of teamwork transcends mere team-building exercises. The essence lies in nurturing teams that produce tangible results, laying the groundwork for a culture rooted in collaboration. Cultivating such a culture involves crafting an environment that thrives on openness, creativity, and shared challenges. The pillars of such a culture encompass organizational-wide goal setting, measuring progress, and modeling collaborative conflict resolution.



"Embracing a culture of teamwork benefits not only the organization but also its employees and clients. As the landscape of technology and business evolves, embracing change becomes paramount. The ability to innovate and adapt swiftly emerges as a valuable asset in navigating the ever-changing currents of the maritime industry."



"Institutionalizing continuous learning within an organization is pivotal for its growth and sustainability. Encouraging employees to engage in ongoing education requires commitment and support from management. When leadership champions continuous learning and provides the necessary resources, an atmosphere of growth flourishes. Engaging with staff, fostering dialogue, and providing resources for continuous learning not only demonstrates an organization's commitment but also transforms learning initiatives into reality."

"For our featured leader, the essence of strong teamwork transcends mere collaboration. It signifies a unified group endeavoring towards a shared goal. It is the very essence of putting aside personal differences, overcoming flaws, and achieving the extraordinary. Constructive feedback and mutual support underscore the strength of teamwork, fueling the achievement of business objectives."

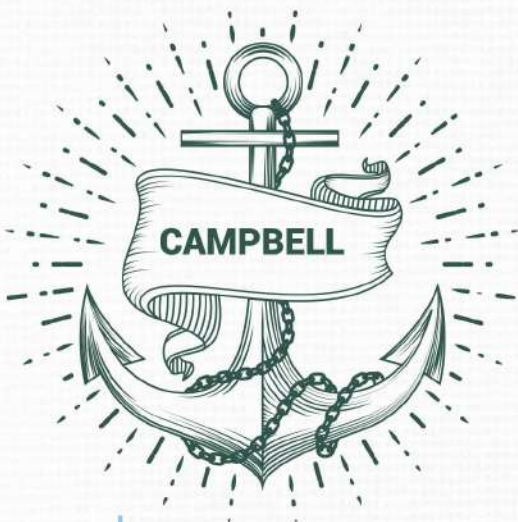
"On a personal note, the journey of our responsible leader is a testament to the transformative power of teamwork. The support and collaboration of colleagues pave the way for better outcomes, confident decisions, and swift actions. As the maritime industry navigates uncharted waters, it's the collaboration, shared goals, and mutual support that serve as the true compass guiding us toward safer, more efficient horizons. The nurturing of teamwork's potential not only enhances job satisfaction but also elevates individual growth—a journey where unity propels success and where safety and efficiency intertwine in a harmonious maritime symphony."

Championing Maritime Safety and Excellence



**Thank you, Capt. Kesav, for sharing your insights and experiences with us.
Your dedication to maritime excellence is truly inspiring.**

Capt. Kesav's journey is a tapestry woven with experiences, expertise, and an unyielding commitment to maritime excellence. He stands as a beacon of inspiration, epitomizing the very essence of leadership, knowledge, and dedication that propels the maritime industry forward. His legacy serves as a reminder that the pursuit of excellence is a journey without bounds—an odyssey driven by dedication, fueled by knowledge, and marked by an unwavering commitment to maritime safety, innovation, and operational excellence.



As conversation with
Capt. Venkat Kesav
Fleet HSEQ-Risk Manager/DPA
Campbell Shipping
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Annual Awards



Welcome to a gallery of inspiration and achievement! At Capmbell, we take pride in recognizing and celebrating the outstanding contributions of our exceptional team members. Here, you'll find a collection of images and quotes from our esteemed awardees, each one a testament to their dedication, innovation, and unwavering commitment to excellence.



Seafarer of the Year - Officer

I would like to express my gratitude towards Human Capital Team and the Management for honouring with the award.

Ashok Kumar Yadav - 2nd Officer



Seafarer of the Year - Ratings

I am immensely thankful for this award presented by Campbell Shipping. I am very pleased that it is hard to show it in words. It brings more self-belief and dedication towards my work.

Min Khant - Fitter



Michelin Star of the Year - Steward

If you think you can't, you won't.
If you think you can, you will - Quote by Linda Ward
Yes I thought, I can achieve, and I achieved it. Make things possible by our right thoughts. Which leads to proper action.

Muniyas Ramesh (Steward)



Annual Awards



Best Performing Vessel of the Year

CS Jola



Rising Star of the Year

Capt. Udaya Loku Bandara Karalliyade- Master



Michelin Star of the Year - Chef

Thank you so much for the Best chef award! I'm incredibly grateful and honoured to be recognized for my passion and hard work in the culinary world. This award motivates me to continue pushing the boundaries and creating unforgettable dining experiences. My sincere thanks to everyone who supported me on this journey.

Mathew Moncy (Chef)



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Annual Awards



Exceptional Leadership of the Year

Alain Pinto - Finance director



Gem of the Year

Ms. Priyanka Rahate
Sr. Executive – Manning



Gem of the Year

Ms. Deepali Shah
Manager - Accounts



Emerging Leader of the Year

Capt. Jatinder Singh Chada -
Marine HSEQ & Risk Manager

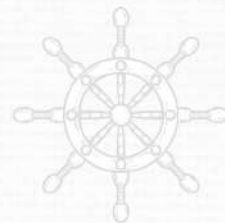


Shining Team of the Year

Purchase Team



Team Photography



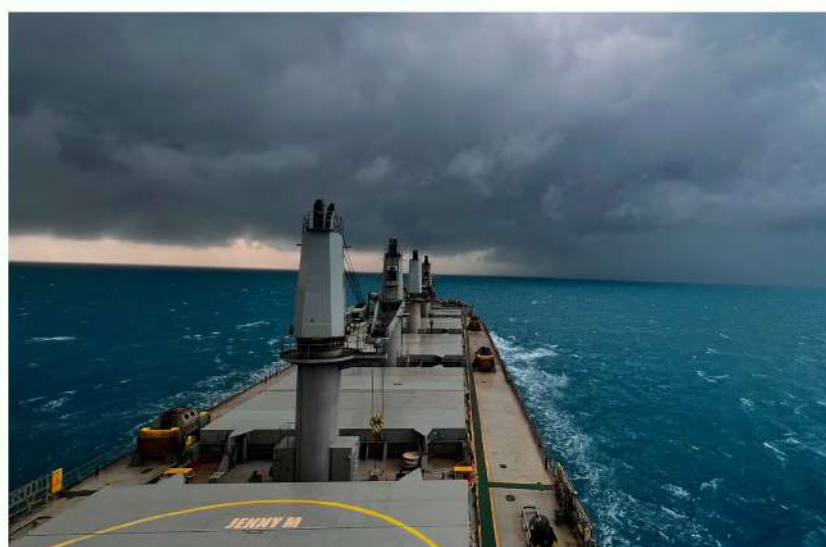
At Campbell, we believe in celebrating the talents and passions of our employees beyond the workplace. Our team is not only dedicated to their roles but also passionate about capturing the world through their lenses. Explore this gallery to witness the extraordinary moments our employees have captured, showcasing their unique perspectives and creative talents.



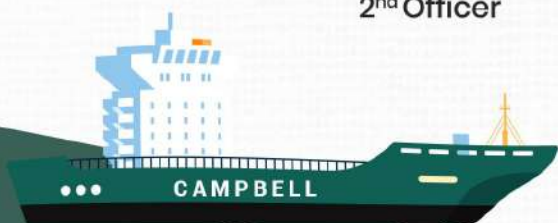
Ian Bosco Da Silva
4th Engineer



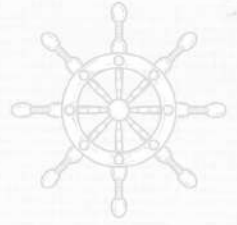
Ajay Jadhav
Chief Officer



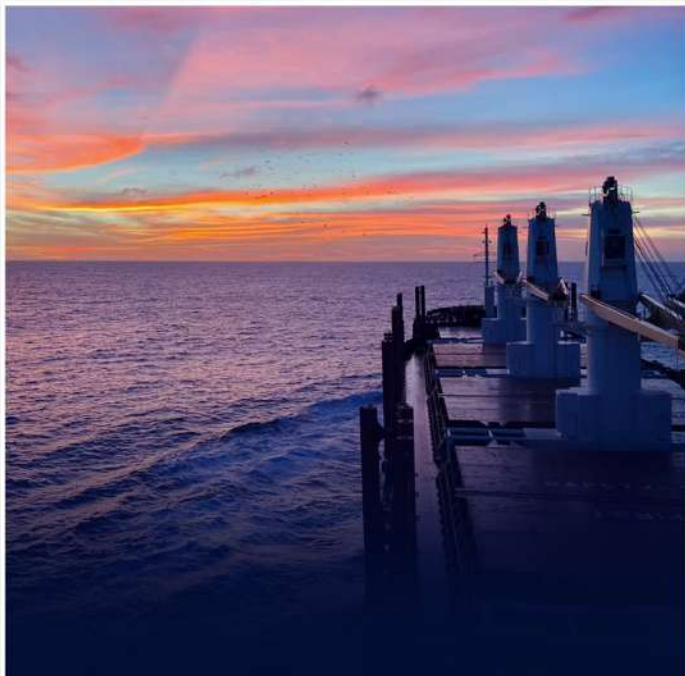
Abhishek Pradhan
2nd Officer



Team Photography



Ashok Kumar Yadav
2nd Officer



Capt. Navin Taturari
Master



Lekhak Thapa-Manager
Human Capital





Quarterly Awards

Seafarer of the Quarter : July 2022 – June 2023

July 22 - Sept 22

3rd Quarter

Officer (2 winners)

Lin Phyoe Aung (2nd Engg - Ellie M)

Thiha Tun Lin (4th Engg - Isabella

Ratings (2 winners)

Dummu Pavan (Trainee Seaman - CS Jaden)

Phyone Cho (Steward - Teleri M)

Oct 22 - Dec 22

4th Quarter

Officer (2 winners)

Mathew Albin Thomas (2nd Officer – CS Jaden)

Ashok Kumar Yadav (2nd Officer – CS Satira)

Ratings (2 winners)

Mariappan Balavignesh (JEWK – CS Calla)

Ajay Kumar Singh (Fitter – CS Calla)





Quarterly Awards



Seafarer of the Quarter : July 2022 – June 2023

Jan 23- March 23

1st Quarter

Officer (2 winners)

Digvijay Pandey (Chief Officer – CS Jeena)
Shet Dessai Gandharv Lavu (Third Engineer – CS Jaden)

Ratings (2 winners)

Ajay Kumar Singh (Fitter – CS Calla)
Cis Linn (Wiper – CS Jeena)

April 23 - June 23

2nd Quarter

Officer (2 winners)

Faisal Abadin (Chief Officer - CS Sonoma)
Virendra Prajapati (4th Engineer - CS Sarafina)

Ratings (2 winners)

Aung Thu Ra (Fitter – Isabella)
Kotian Shashank (Bosun - CS Jaden)



Monthly Awards

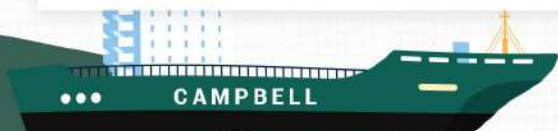


10 Pats on the Back (Monthly Awards)

Month	Name	Designation	Vessel
July	Priyanka Rahate	Senior Executive – Manning	Shore
August	Taturari K Navin	Master	CS Jola
August	Tandel H Ketankumar	Bosun	CS Celeste
August	Rupesh Gaikar	HC - Marine Operations Executive	Shore
September	Preeti G. Mundhra	Manager - Purchasing	Shore
September	Vijaysingh Aundhakar	Second Engineer	CS Jola
October	Asres Esayas Tesfaye	Chief Engineer	CS Jola
November	Leon Bernard	Chief Officer	CS Jaden
November	Stanley Martin Rodrigues	Master	CS Jaden
December	Andrade Sylvester	Second Engineer	CS Jola
December	Manoj Kumar Narayanan Nair	Master	CS Jola
January	Sahani Munnialal	Fitter	CS Jenna
January	Satnam Singh	Bosun	CS Jenna
January	Rajak Ashish	3rd Officer	CS Jenna
January	Papu Chitti babu	Fitter	CS Satira
January	Habtemariam W Melaku	CE	CS Sarafina
February	Capt. Ranjan Prabhat	Master	CS Satira
March	Capt. Nixon Furtado	Master	CS Sarafina
March	Dhanunjaya Rao	Fitter	CS Jenna
March	Ghadharv Dessai	3rd Engineer	CS Jaden
April	Shaikh Saif	Steward	CS Jaden
April	Akashdeep	Chief Officer	CS Caprice
April	Saini Tanvir	Chief Officer	CS Sarafina
June	Bushira O Muktar	Chief Officer	CS Jaden
June	Sanjeet Kumar	3rd Engineer	CS Satira

20 Pats on the Back (Monthly Awards)

Month	Name	Designation	Vessel
June	Capt. Aditya Swarup Bajpai	Master	CS Jaden



CS Jaden's Second Special Survey Docking at ART Shipyard: A Testament to Excellence and Operational Mastery



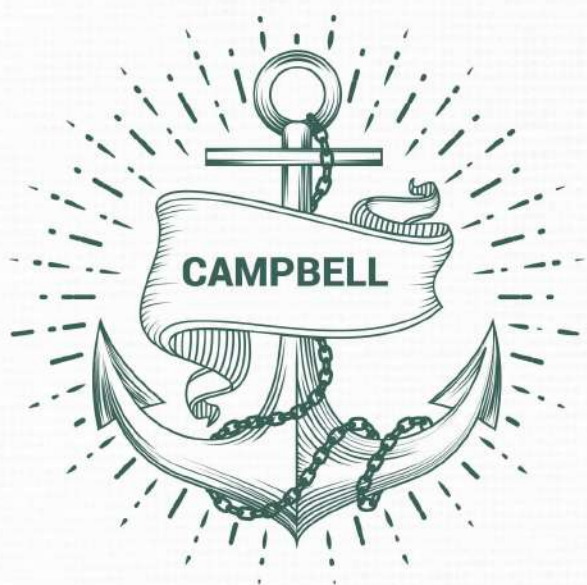
Campbell Shipping is delighted to share the news of yet another milestone achievement. The CS Jaden, under its diligent command and steadfast crew, has accomplished its 2nd Special Survey (SS) docking at the renowned ART Shipyard located in Tuzla. This achievement stands as a testament to our unwavering dedication to excellence and operational prowess.

One of the standout features of this docking is the vessel's coating with High-Performance paint, specifically the cutting-edge HEMPGARD X7. This proactive initiative reflects the resolute commitment of our esteemed owners toward sustainable practices. By opting for this innovative coating solution, we not only bolster the vessel's performance but also contribute to environmental preservation.

Behind this remarkable accomplishment, we extend a special note of appreciation to two exceptional individuals who have played pivotal roles in steering this endeavor toward triumph. Capt. Bajpai, whose extraordinary leadership and nautical expertise have been instrumental in orchestrating the docking process, deserves our heartfelt gratitude. Alongside him, Superintendent Sushil Kaushik's unwavering dedication and meticulous oversight have ensured that every facet of this docking was executed with precision.

Furthermore, our heartfelt acknowledgment extends to the entire onboard team whose unrelenting dedication, synergy, and collaborative spirit have underpinned the success of this docking operation. The triumphant completion of this undertaking stands as a resounding testimony to the power of collective effort and unwavering commitment to excellence.

As Campbell Shipping continues to navigate the maritime landscape, we are inspired by the achievements of CS Jaden and its crew.



In the eloquent words of Capt. Bajpai, the docking of CS Jaden marks a significant juncture in our maritime journey -



"Commencing the preparations, our team embarked on the task of aligning with the specifications. Over the course of a month, a flurry of communications and coordination ensued. As the event drew closer, we established direct contact with the yard, fine-tuning the requirements for development and other pertinent conditions through email correspondence. The collaborative dynamic between us and the yard remained seamless, notably when circumstances dictated that the vessel's engines could not be engaged due to its lightweight nature.

In response, the yard offered two trucks, accompanied by a pilot, to facilitate our transit to the Anchorage area. This fortuitous assistance averted potential complications arising from the engine's unavailability. This strategic support exemplified a notable shift in approach, as pilot services were previously lacking in such scenarios.



Capt. Aditya Bajpai

The discussion then veered toward the subject of the ship's coatings. A considerable undertaking had transpired in the realm of paint research. A meticulous evaluation of the market led to the identification of a novel paint composition, referred to as ZN. This choice was not without its complexities, given its cost-intensive nature and the weather constraints associated with its application. It necessitated optimal conditions, devoid of rain and other unfavorable elements. Hempel, the pioneering entity behind this paint innovation, asserted that the outcome would be enhanced durability and smoother surfaces. Notably, this promised mitigation of fouling and a resultant positive impact on performance metrics, including speed and fuel efficiency.

Jaden marked the debut of this revolutionary approach, manifesting as a silicone-based paint, which differentiated itself through its resilience against common challenges. Unlike conventional anti-fouling paints, this silicon-based alternative adhered tenaciously, resisting rusting and degradation even when subjected to prolonged contact with jetties. It was touted to maintain its integrity over an extended period, mitigating the need for frequent repainting and rust-related performance declines.

Docking, being a complex endeavor, demanded meticulous planning and orchestration. To this end, the tasks were assigned, materials procured, and contingencies considered well in advance. This preemptive approach ensured a streamlined process upon arrival at the dock. Flexibility was embraced, allowing room for the team's expertise to influence execution strategies.



Effective teamwork proved pivotal to the success of the docking process across various ship departments. In the engine department, an array of tasks awaited attention, including overboard wall maintenance, main engine scrutiny, stern tube seal replacements, and an oil change. A 'smart ship' component was incorporated to monitor the effectiveness of the newly applied paint, necessitating additional equipment placements in both the bridge and engine room. A tightly-knit collaboration ensued, spearheaded by the chief engineer, supported by a tiered structure of second, third, and fourth engineers, along with watch keeping personnel.

Each day at the dock commenced with a meeting involving the yard representatives, the captain, the chief engineer, the chief officer, the second engineer, and Vessel Technical Manager (VTM). This session facilitated the alignment of daily objectives and set the tone for subsequent operations. Subsequently, responsibilities were dispersed across the team hierarchy, ensuring a cohesive division of labor and a clear understanding of each member's role. Effective communication was crucial, especially when unexpected tasks arose post-inspection, necessitating real-time adjustments.

The successful outcome of this docking operation was a result of concerted efforts across all fronts. A robust deck team, led by the second officer, exhibited exceptional performance. The engine department, though commendable, found its zenith in the deck division's performance. A critical factor contributing to this success was the provision of additional personnel requested from the shore office, augmenting our capabilities for the task.



In conclusion, I extend my gratitude to Mr. Bhadoria for his pivotal role in approving the allocation of additional manpower. Special recognition goes to the FTM for adeptly managing the budget and ATM for overseeing operations via detailed email exchanges. The culmination of this collaborative endeavor was a testament to the amalgamation of skills and efforts, both onshore and aboard the vessel. The experience stands as a testament to the potential of teamwork and coordination, yielding a successful docking operation."



As conversation with
Capt. Aditya Bajpai
Campbell Shipping

www.csship.com

According to Mr. Sushil Kaushik, Vessel Technical Manager reflecting on the successful docking of the CS Jaden -



"In the realm of dry docking, it's essential to emphasize that the process entails much more than a mere 15, 20, or 25-day endeavor. In reality, the groundwork for this operation commences several months prior, approximately two to three months ahead of the actual dry-docking period. During this preliminary phase, my dedicated ship crew becomes fully engaged in formulating meticulous repair specifications to guide the upcoming endeavors.



Sushil Kaushik

This preparatory period involves intense coordination with our office team, who diligently assess potential dry docking locations within the operational timeframe. This decision hinges on various factors, including the vessel's position and scheduling considerations. Moreover, substantial budgetary planning is also crucial at this juncture. Calculating the requisite resources for both the dry docking process itself and the subsequent repairs is a pivotal endeavor.

A notable instance from our recent dry docking pertains to the application of silicone paint on our vessel's hull. This innovation holds immense promise in terms of performance enhancement and fuel conservation. By diminishing the friction between the vessel's hull and the surrounding seawater, silicone paint facilitates increased speed with a concurrent reduction in fuel consumption. This initiative not only highlights our commitment to operational efficiency but also exemplifies our proactive stance toward sustainable practices.

We also carried out the installation of Alpha Ori smart ship software along with Mass flow meter and shaft power meter which will provide accurate information about fuel consumption, power generation and machinery parameters beforehand to ship staff as well as to office staff in real time which will help us to avoid some machinery breakdown.



Furthermore, it's imperative to underscore the seamless collaboration between our onboard teams, whether they belong to the deck, engine, or salon departments. The orchestration of such a complex procedure demands a synchronized effort akin to a symphony. Be it the meticulous coordination between deck and engine teams during water drainage or the astute planning to ensure uninterrupted power supply during critical junctures, these instances underscore the harmonious teamwork that underpins the entire process.

The interplay between the various teams is not confined to the dry docking period alone. Well before the vessel enters the dry dock, meticulous planning takes place to ensure that the operation is executed flawlessly. This entails precisely coordinating manpower, resources, and strategies to align with the overarching objectives. The vital aspect here is the shared responsibility among the teams to ensure a safe, efficient, and effective dry-docking process.

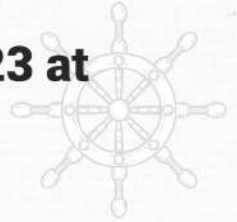
The dry docking process encompasses a comprehensive and intricate series of actions that necessitate meticulous planning, proactive decision-making, and seamless collaboration among onboard teams. Beyond the surface-level activities, it's the integration of innovative solutions, synchronized efforts, and a deep commitment to excellence that truly defines our approach to dry-docking and exemplifies the synergy inherent in the teamwork that propels our maritime operations forward."



As conversation with
Sushil Kaushik
Vessel Technical Manager
Campbell Shipping
ssk@campbellshipping.com



Campbell Shipowners visit to CS Jaden, 18th July 2023 at Savannah, USA. A memorable moment for everyone.



Message from the owner's

Dear Captain Rodrigues,

It was a pleasure meeting you yesterday. I want to extend my appreciation to you and the crew of CS Jaden for the warm reception received yesterday. The delegation from Nassau truly enjoyed the experience and the crew went out of their way to make this visit very special for them. The vessel continues to be in good condition and I am sure you and the crew are very proud of this. I trust you enjoyed the fellowship time and the lunch. Please extend my sincerest gratitude to the entire team for making this a truly memorable experience.

Wishing you and crew All the best!
Warmest regards,



Message from Capt. Stanley Rodrigues (Master in Command)

It was a pleasure having you'll on board and a memory that we will always treasure. We are glad that you'll enjoyed your visit on board and hope to see you'll soon again. The Lunch was very special and enjoyed by all on board.

On behalf of all crew we thank you for presenting us with T-Shirts which was very thoughtful and we will proudly wear. Rest assured we will continue to do our best to maintain our vessel to the best standards.

We would like to Thank you'll once again for your visit and wish you all a safe journey back home.





CAMPBELL



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Thank You



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