

the crystal CHRONICLE





#ToughenUP



MAC3POINTS
MESSAGE OF THE
President

Today, we bade farewell to 2023 as we usher in 2024.

I am delighted to reflect on our Unified OKR for 2023 and that is: to **#ToughenUP!**. This goal has been significant for us in the year 2023. #ToughenUP encapsulates the spirit of resilience, in being kind and courageous within our community – The Crystal IEAC Group of Companies. In a world that constantly throws challenges our way, this objective serves as a powerful reminder of our **Principle no.5 “Be Kind And Courageous”**, our collective strength and determination to display **T.O.P** in any situation.

Tenacity :

At the core of #ToughenUp is the virtue of tenacity. In the face of adversity, our teams have displayed remarkable perseverance. We've tackled setbacks head-on, learning and adapting with every challenge. Tenacity is not just about overcoming strong tides; it's about emerging stronger on the other side. Our commitment to this OKR has fueled a culture of relentless determination, where setbacks are seen as opportunities for growth, and challenges are embraced as stepping stones to success.

Oneness:

#ToughenUp is not an individual endeavor; it's a collective journey that we embark upon together. Oneness or Unity is the glue that holds our teams together, strengthening our resolve to face challenges head-on. Through collaboration and support, we've built a network of individuals who understand that our collective strength far surpasses our individual capacities. Oneness is not just a value; it's the cornerstone of our resilience, binding us together as we navigate the complexities of our work and life journey.

Positivity:

Positivity is the driving force behind #ToughenUp. While challenges may be inevitable, our mindset shapes our ability to overcome them. Through this OKR, we've cultivated a culture of Positivity and optimism that permeates every aspect of our work. We believe in our collective capability to navigate difficulties, finding opportunities in every ebb and flow. This positive outlook has not only fostered a resilient work environment but has also inspired innovation and creativity even in the face of adversity.

Our OKR #ToughenUp has been our 2023 rallying cry for resilience, determination, and unity within our Crystal Community. As we celebrate the progress made under this objective, let us carry the spirit of Tenacity, Oneness, and Positivity forward to 2024. Our ability to #ToughenUP in the face of challenges not only defines our present success but also lays the foundation for a future where we can conquer any obstacle in our path.

To our Family, Crystals, Crew and Principals, Thank you for sharing with us this commitment to #ToughenUp. Together, we are Stronger.

Let's continue to **#ToughenUP**, onward and forward to 2024!

*Love in me,
Emily*

WELCOME FSSA



Our First Steamship correspondent, Mr. Jay Liao, made his inaugural trip to the Philippines on January 9th, and was warmly welcomed by our Crystal Representatives at the airport. They accompanied him to his hotel and shared a delightful dinner with him and other members of our Crystal team. It was an enjoyable and exhilarating experience to finally meet and converse in person after such an extended period of restricted travel.

On January 10th, Mr. Jay visited the Crystal IEAC office, where he received a tour of the building and conducted an audit of our company's practices. During the audit, he was pleased to discover that Crystal adheres to the high quality standards required by FSSA. Following the audit, as is customary at Crystal, a small celebration was held in Mr. Jay's honor to showcase the fun-loving, cheerful, and competitive spirit of our team. FSSA was presented with an appreciation plaque, and the party was filled with games, musical performances, dance numbers, and delicious food to culminate the festivities.

Despite its brevity, Crystal is grateful for Mr. Jay's visit from FSSA, as it strengthened the connection and partnership between our two organizations.



WELCOME BRIDGEMAN

BSG Visits

On March 1, 2023, Bridgeman's Services Group (BSG) visited the Crystal IEAC headquarters in the Philippines. During the visit, BSG's Matthew Froese and Simran Dharmi were given a tour of the office and met with Crystal representatives and the Crystal-BSG team. The group then headed to the Fort for the BHASIMBAS MindGym, which included a surprise song number by Joshua Pajanostan to welcome the BSG visitors. Matthew Froese also performed his own song, which was appreciated by everyone. After the BHASIMBAS, the visitors bid farewell and expressed hopes for future meetings.



WELCOME SOLTIN

Vibin' with Soltin

We were delighted to have Thomas Vestvik and his wife Ingrid from Soltin Marine AS as our guests at Crystal last May 2, 2023. They had been exploring the Philippines for a month and saved the best for last: a visit to our office. We welcomed them with a brief meeting and a fun-filled program that featured the festive spirit of Filipino culture. Everyone had a blast and felt the positive energy. We are grateful to Mr. Thomas and Ingrid for spending time with us and sharing their insights. Crystal was inspired by their visit and looks forward to more collaborations in the future.



WELCOME TRANSMAR



Berge Day at Crystal

Crystal Shipping had a great start to the year with the visit of Anne Gunn and her family from Transmar Shipping AS. After celebrating Christmas in the Philippines, they visited our office on January 5, 2023 for an audit and to participate in our "Berge Day" program. The day was filled with informative and enjoyable activities that highlighted the warm and welcoming service culture of Crystal Shipping. We always appreciate the opportunity to meet our clients in person and to strengthen our partnerships by putting faces to the names we communicate with. Overall, it was a successful and memorable visit that showcased the commitment of Crystal Shipping to providing wow service.

The next day, Transmar visited the Lipa Training Site, which is a part of our NetU Training Center. Certified trainers and NetU's General Manager, Jesse Escala, accompanied them. During the visit, they were provided with a tour and a detailed explanation of the practical training procedures. They also had the opportunity to observe firsthand the facilities and equipment that are specifically designed to teach seafarers about equipment operation, safety, and maintenance.



WELCOME LARVIK



On February 13, one of Crystal's oldest partners, Larvik Shipping AS, visited their office for a routine audit and to discuss ways to improve their relationship and the quality of services they provide. Larvik Shipping AS, a company that plays a key role in the maritime industry, was represented by Mr. Espen Tollevik and his son, Anders Tollevik, who was visiting the Philippines for the first time.

During the audit, the Crystal team and the Tolleviks delved into areas that needed improvement and identified new activities that could enhance communication and collaboration between the two companies, as well as with the seafarers who are a vital part of the industry. The discussions also focused on ways to adapt to the fast-paced changes in the maritime industry, particularly in the field of CO2 emissions for tanker vessels.

Despite the short visit, the discussions between Crystal and Larvik Shipping AS were highly productive. Both companies explored innovative ideas that would ensure progress and adaptability, benefiting not only their partnership but the maritime industry as a whole. The visit marked an important milestone in the long-standing relationship between Crystal and Larvik Shipping AS and laid the groundwork for future collaborations that would drive growth and innovation.





REPUBLIC OF THE PHILIPPINES
MARITIME INDUSTRY AUTHORITY
MARINA ADVISORY



Marina to speed up of seafarer certificates through digitalization

Filipino seafarers, especially those in distant provinces, have faced persistent challenges with slow and lengthy processing of documents and certificates. To address this, Maritime Industry Authority (Marina) Administrator Sonia Malaluan has introduced solutions through automation and digitalization. The agency plans to deploy Marina Blockchain-Enabled Automated Certification System (Marina Best) across all regional offices. Marina Best, an advanced web app, facilitates real-time processing of applications, accessible through web or mobile platforms. It incorporates electronic certificates and licenses, online payments, updates, tracking, and notifications for certificate expiration, streamlining processes for shipyard operators and seafarers. Malaluan highlighted these initiatives during a meeting with the Association of Licensed Manning Agencies (Alma)–Maritime Group, emphasizing that digitalization and automation of certificate processing are among her priority programs for the year. Additionally, she announced the Marina Board's approval of a revised policy related to the 2023 Policies, Standards, and Guidelines for the Issuance, Revocation, and Reissuance of Seafarer's Record Book (SRB) and Seafarer's Identity Document (SID).



REPUBLIC OF THE PHILIPPINES MARITIME INDUSTRY AUTHORITY MARINA ADVISORY



ISSUANCE O REVALIDATION?

"ISSUANCE" ang dapat piliin ng aplikante kung:

Para sa COP	Para sa COC
<ul style="list-style-type: none">- FIRST TIME pa lamang kukuha ng napiling COP at FULL COURSE ang Training- EXPIRED na ang COP (<i>kailangan kumuha ulit ng FULL COURSE Training</i>)	<ul style="list-style-type: none">- FIRST TIME pa lamang kukuha ng napiling COC, GOC o ng ETO- Upgrading ng COC (<i>Chief Mate to Master / Second Engineer to Chief Engineer</i>)- EXPIRED na ang COC (<i>kailangan mag-take ng Practical Assessment</i>)

"REVALIDATION" ang dapat piliin ng aplikante kung:

Para sa COP	Para sa COC
<ul style="list-style-type: none">- May VALID na COP at may sapat na Sea Service- Sumailalim sa REFRESHER TRAINING (BT, SCRB, FRB, AFF) <p>PAALALA: Kapag walang sapat na Sea Service, kailangan sumailalim sa Full Course Training</p>	<ul style="list-style-type: none">- Magre-renew ng VALID na COC, GOC, o ng ETO na may sapat na Sea Service <p>PAALALA: Kapag walang sapat na sea service, kailangan sumailalim sa Practical Assessment</p>
<p>Ang sapat na Sea Service ay :</p> <p>Three (3) months within the last six (6) months or twelve (12) months within the last five (5) years performing functions appropriate to the certificates being revalidated.</p>	



DOTrMARINAPH



marina.gov.ph



stcw.marina.gov.ph

Mga Kabaro!

Upang maiwasan ang maling aplikasyon na nagdudulot ng delay sa pag-proseso sa MISMO System, ating unawain ang pagkakaiba ng **ISSUANCE** at **REVALIDATION** sa pag-apply para sa **STCW** certificates.



CRYSTAL CORNER

MARK RENCE MIGUEL

Mark Rence Miguel or most commonly known as Coi, oldest of 5 siblings, was born and raised in Manila. He earned his Computer Engineering degree from Mapua Institute of Technology in 2008. He started off his career in January 2008 at Crystal Shipping as an IT Consultant and worked his way up to Lead, IT. Currently, he is overseeing the Business Process, I.T, and the People Operations Unit of the company.

Achieving his childhood dream, Coi now enjoys a simple life, living with his family in his own home at Imus, Cavite. He's currently invested in upgrading and enhancing his place to match his aspirations - drawing inspiration from the famous HomeBuddies of Facebook.

" The most significant adjustment is to live as much as possible, a healthy lifestyle. Before 2019, I lived my life partying and abusing my body. However, after being diagnosed with an Autoimmune Disease called Crohn's Disease, I changed my lifestyle. Am now living a holistic healthy lifestyle by eating healthy food, being in control of my mind and emotions through meditation and building up my strength and physical abilities through work out. I overcame this by changing my mindset - that all things happen for a reason and like everything in this life, This too shall pass.

" I kept on learning and acquiring knowledge and wisdom from people and books that are around me. And also, I asked for help. I know that there are things that I cannot do alone and there are certain people in our lives that come because they will help you overcome certain challenges and help you grow.

Quoting what I have learned from NLP Manila is one of my most valuable lessons and insights : "Mind and Body are One" - That what you feed your mind, your body will show. So if you keep a positive and strong mind, you will get a strong and positive body. And it goes both ways: What you feed and do with your body, your mind will follow. So if you don't strengthen your body, your mind will weaken as well.

"No Freedom, No Good"

We always have freedom because we always have a choice. The only question is, Are we making better choices to produce better results which will then equate to a better life?

My aspiration and goals for the future are, of course, to have more passive income and more bitcoins. I believe in the future of cryptocurrencies. Hence, I want to invest more and have lots of bitcoins."



Coi 2.0



In the picturesque surroundings of Verde Azul, Morong Bataan, on June 30, 2023, our team experienced a day of unity, resilience, and joy at the "One Crystal Day: Huwag Isusuko ang Bataan" team-building event. Hosted by the dynamic Hunters, this day marked not only a test of our teamwork but also a celebration of our collective spirit.

The heart of the day was filled with competitive yet exhilarating team-building games. Each challenge pushed our limits and tested our collaboration. As the sun set on Verde Azul, the Red Team emerged as the Overall Champions, showcasing their determination, strategy, and teamwork. The Blue Team secured the 1st runner-up position, closely followed by the Yellow Team as the 2nd runner-up, and the Green Team as the 3rd runner-up. These achievements reinforced the strength of our unity and our commitment to the theme of the day, "Huwag Isusuko ang Bataan."

Adding a vibrant and energetic touch to the day, the Cheering Competition saw spirited performances from all teams. However, it was the Green Team that stole the show, earning the title of Overall Champion. Their enthusiasm and creativity during the competition reflected the same passion that drives our collective goals.

Laughter echoed through Verde Azul as team members engaged in various activities, building bonds, and fostering a sense of camaraderie. The atmosphere was charged with positivity, creating an environment where everyone felt connected and motivated.

As the day transitioned into night, the celebration continued with a special event – the birthday celebration of our Chief Impactor Mac. Surrounded by the warmth of team members, the night became a canvas of shared memories, laughter, and heartfelt moments. It was a celebration not just of another year but of the impact our Chief Impactor has had on each team member.



"One Crystal Day" was more than a team-building event; it was a celebration of our collective strength, resilience, and the bonds that tie us together. As we carry the spirit of One Crystal Day forward, the memories of this day will serve as a reminder of what we can achieve when we stand united. The laughter, fun, and celebrations created a tapestry of shared experiences that will continue to resonate within our team, propelling us towards future successes.



To the MOON and Back

10TH IEAC

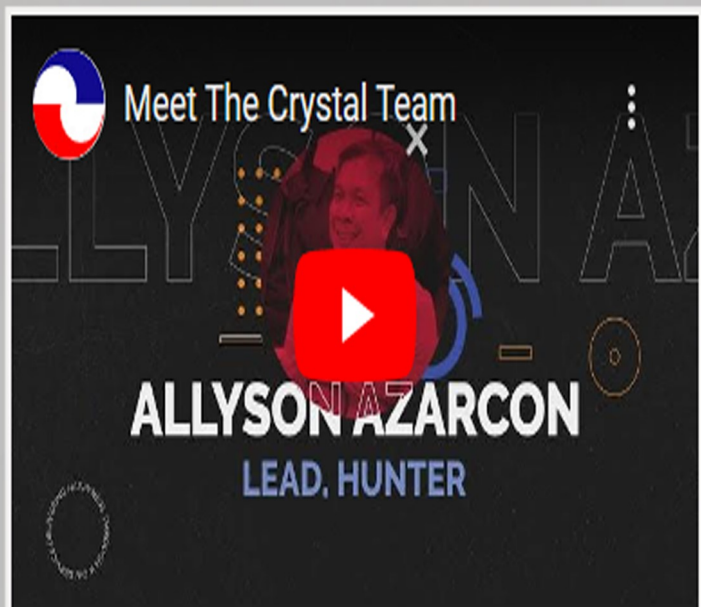
GALA

Crystal IEAC just recently concluded its 10th IEAC Gala Night which was held last January 26, 2023, at the Rooftop of the Crystal IEAC Building. The IEAC Gala is a commemoration of the late Capt. Inocencio Crisostomo and his spouse, current Chairman of the Board Edith Crisostomo. It was indeed a glamorous night as the Crystals one-by-one arrived wearing suits for men and gowns for the ladies. Mr. James Nikko Hosana and Ms. Kyle Bianca Aquino were crowned as the King and Queen of the Night, donning their regal suit and gown, both royal in black.



The event showcased the Objectives and Key Results (OKRs) of the entire organization, starting from the top-level goals down to the specific targets of each unit and subsidiary. There was a palpable energy and determination in the air as each unit and subsidiary presented their OKRs through an engaging and entertaining audio-visual presentation.

During the event, Crystal unveiled its new organizational structure and introduced the leaders behind each unit. At the helm of the team is the President and CEO, Emily Crisostomo, and her key leaders. Tone Lescano, the head of Connectors, Hunter Ally Azarcon, the head of Hunters, Chan Caracta, the head of Wealth Creators, Jona Quijano, the head of People Operations, and Coi Miguel, who leads the merged units of Business Process and Innovators. These leaders bring their expertise and drive to guide their respective teams towards achieving their goals.



A standout moment of the evening was the presentation of the Crystal Heart Awards, which are bestowed upon individuals who have been with the organization for at least five years. This year, there were nine deserving recipients of the Crystal Heart Award, recognized for their dedicated service and commitment to the company.



Mark Rence Miguel (15-Year Crystal Heart Awardee)



Joan Alfante (10-Year Crystal Heart Awardee)



Allyson Azarcon (10-Year Crystal Heart Awardee)



Checket Basada (5-Year Crystal Heart Awardee)



Jashen Azarcon (5-Year Crystal Heart Awardee)



April Joy Pradanos (5-Year Crystal Heart Awardee)



Jeneveb Lozada (5-Year Crystal Heart Awardee)



Joselito Gianan (5-Year Crystal Heart Awardee)

The evening was also a celebration of exceptional performers within the Crystal organization. The ZenLivers (Zenhance and Believers) team was crowned the winner of BHASIMBAS 2022, with Joshua Pajanostan being named the BHASIMBAS King of 2022 and earning a spot as a judge in the upcoming BHASIMBAS 2023 competition. Roxanne Mancol was honored with the Crystal Aspirant of 2022 Award, having received the most votes from her colleagues. Deck Cadet Adrian Tanalgo, Engine Cadet Christopher Sibonga, and Cook Apprentice Lucky Infante were recognized as the Shape Deck Apprentice, Shape Engine Apprentice, and Shape Cook Apprentice of 2022, respectively, while Shallom Edillo received the Happyness Awardee of 2022 for the second year in a row. The most coveted award of the evening, the Capt. Inocencio Crisostomo WOW Service Award of 2022, was awarded to John Calvin Dela Cruz, who was selected among all the Crystal representatives.



Marianito Odena (5-Year Crystal Heart Awardee)





As the event drew to a close, the Crystals rallied behind their 2023 theme of #TOUGHENUP, determined to achieve their #BHASIMBAS goals. The night ended on a high note with a spectacular display of fireworks, following heartfelt toasts from the Crystal IEAC Group Managers and Leads. The event was a celebration of the organization's successes and a powerful reminder of the Crystals' unwavering commitment to excellence.

*To the MOON
and Back*

Cadets to Riches

By: Jenny Cueto

This Engine Cadet, one of the most skilled, reliable and hardworking apprentices from batch 2022 graduated from Northern Phils. College for Marine, Science and Technology (NPCMST) in La Union. His inspiring story of determination started with a dream.

His brother, 3/E Franklin Asuncion, who used to be a Ne+U apprentice, encouraged him to join the program. His long and colorful relationship (11 yrs. this 2024!) with NePlus and Crystal started in 2013, in our old office in the streets of Intramuros.

2013- applied as Engine cadet and was declined for the 1st time.

2014-Engine Cadet in Cargo Vessel (Inter-Island)

2016- 2018 onboarded a Fishing vessel where for 28 months, he had no communication from family, no signal for 10 months, no anchorage for 1 year, with Indian Ocean waves way bigger than the waves from the North Sea

2018- He re-applied and was accepted but he did not join bec he wanted to go onboard right away.

2018- Started Applying in companies (walked in and emailed 11 companies)

**E/C REGGIE ASUNCION,
BATCH 2022**



2018-2019 He onboarded a Tanker Vessel after, spending all his money on himself. According to him, he has not realized his sense of responsibility that time.

2020- Covid time; Was into Online selling (Fruits and Vegetables); earned much but he felt disheartened because people looked down on him by saying, " What happened to the seaman? Is that the seaman?"

2021- Worked as Welder, Mason, Construction worker and Painter while waiting for company replies

2022 - Went back to NePlus to apply as Engine cadet; Trained for 7 months

2023- Onboard Myklebusthaug in Feb.

2023- A Changed man, Reggie started helping his family, supporting his son, investing in real estate (had their home built, bought a property for Fruit and Vegetable planting), Livestock (Pigs and Goats)

Reggie has been onboard Myklebusthaug Offshore Vessels for 8 months now . In less than a year, he has invested in all of these gems. Thanks to his persistence and hardwork, and to all the challenges he fought head on and won. All of those have contributed to what he has achieved and has become.

2024- He will take his 3/5 Training for Motorman/Oiler

And in 2025- He will take the Licensure exam for OIC and soar once more to reach for his dreams , inspire more people, help and support his family and be his mighty best version.

His Tips for Success?

- Spend money wisely.
- Help parents.
- SMILE, no matter how tired you are.
- Be proactive. Have initiative.



BHASIMBAS 2023



"In the year 2023, eight teams—each led by a coach: Tony of Team Titans, Belle of Team BarBelle, Nikko of Team Almighty, Regie of Team Boss, Jashen of Team Jazzy, Rod of Team Hard Rock, Shallom of Team Shamazing, and Pam of Team Siren alongside the four judges Mac, Coi, Josh, and Teacher Jen, were once again challenged to elevate themselves and BHASIMBAS once more.

The challenge aimed to achieve a healthy and strong mind by encouraging participants to read, listen to podcasts, attend seminars, and undergo training. Physical wellness was emphasized through exercises, fasting, a balanced diet, calorie counting, and weight lifting. The pursuit of a healthy and strong spirit involves activities such as meditation, conscious breathing, emotional regulation, and staying present in the moment.



Day after day, week after week, and challenge after challenge, the determination, persistence, teamwork, collaboration, and commitment of each team and its members were evident through awe-inspiring posts throughout the year.

By October 2023, the entire Crystal community witnessed the crowning of the BHASIMBAS King and Queen. Eleven tributes—Nery, Paz, Shalom, Mhai, Ruffa, Melba, Dred, Rod, Nikko, Ally, and Regie—answered the call to fight and win. Their motivation extended beyond the prize money, focusing on the transformative benefits of BHASIMBAS, such as adopting a healthy lifestyle, weight reduction, muscle-building, limitless learning opportunities, personal growth, and overcoming fears. With the largest prize ever, 4 million Bitcoin Satoshis worth P120,000, the 11 tributes, like soldiers in the battlefield, faced the challenges head-on, each falling better than they were the day before.

In the end, only three remained—Ally, Nikko, and Regie. These brave souls persevered while others gave up. Following the votes of the Crystals and Judges, Regie Caracta was announced as the 2023 Bhasimbass King during the 35th Crystal IAC Gala."





NLP and Peak Performance Optimization Program

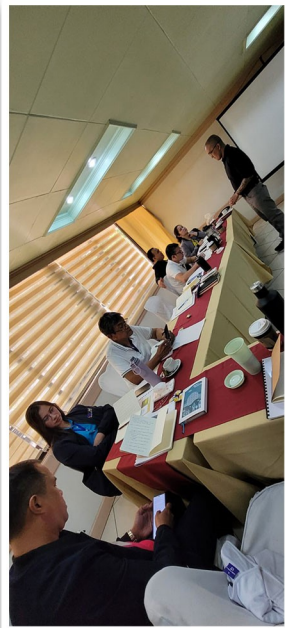
By: Teacher Jen Cueto

In March of 2023, the realization of our dream for the Crystals to be able to join us in our NLP classes and go back to work as better leaders with an improved mindset has finally come true- a more extensive NLP training for our Leads, Managers and coordinators.

24 Crystals- Mac, the Ne+U team and our Crystal IEAC's Leads, Managers and hand-picked Coordinators embarked on a journey together at U.P Diliman through NLP Manila, Ne+U and Crystal 's Masterclass series 3 entitled NLP and Peak Performance Optimization Program.

Our 4-day program was filled with fun group activities and discussions, sharing, visualization and hours of lecture and never- ending Aha moments that can help us personally , help our community to better work together and boost each one's work performance ,exploring areas which can help maximize potential , and at the same time, improve leadership skills and our 4 Cs- Communication, Collaboration, Critical thinking and Creativity.

Our NLP Graduation happened in April with a memorable program where all the attendees received their NLP certificates and funny award ribbons from our Chief Impactor Mac and our Mentor Dr. Noel Silan.





Crystal NLP Team



Teacher Jen
Master
Trainer and
Facilitator



Coi
NLP Practitioner



Shielyn
NLP Practitioner



Jelyn
NLP Practitioner

NLP PRACTITIONERS IN OUR CRYSTAL HOME

By: Teacher Jen Cueto

Chief Impactor Mac and I started studying Neuro- Linguistic Programming (NLP) with Dr.Noel Silan of NLP Manila in 2018 to develop our mindset, understand how the mind works, improve our communication and leadership skills, and develop a harmonious relationship with people. Our Journey to Personal Growth and Transformation continued with her Vipassana (a 10 - day Silent retreat) and her incessant biohacking on the Mind and Over-all health and my constant NLP Training and Facilitation till this day. We have been sharing NLP concepts through our Mindgym , our One on ones , our regular daily conversations and meetings, our Teaminars, Trainings and Seminars.

After 5 years, we are more than happy to have 3 more NLP practitioners in our Crystal home- Business Process- IT Lead Coi, Crewing Mngr.Shielyn and Ne+U's Training Coordinator Jelyn delved deep into the mind , all to learn anew and unlearn unuseful, old beliefs, and to re- learn NLP concepts to develop Self awareness, Mindset, Social skills, Verbal and non verbal Communication, Leadership and Coaching skills and after their 3 month Basic Certification Course class with NLP Manila's Dr.Noel Silan and Core Facilitators' Michelle Cho, Kristina Silan and Ne+U's Teacher Jen, we launched The Intro to NLP 6-part series through our Mindgym cum Teaminar at the 4th with our Crystals, our Crystal crew and our SHAPE apprentices in attendance for 6 solid Wednesdays. Teacher Jen and our new practitioners shared their knowledge on Important NLP terms and concepts such as Reframing, 6 Logical Levels of

Change, NLP Liberating beliefs or Presuppositions. Capping up the Series was a beautiful Session where our attendees shared their marvelous stories of transformation upon using the NLP concepts they have learned throughout the 6 week stretch. What a beautiful and inspiring way to end our class.

The face to face Graduation took place at the 4th on December 14. Dr.Noel Silan, Chief Impactor Mac, Eggnest President Ms.Marla Guevara Crisostomo and BOD Niño Crisostomo graced our event with some of our NLP friends Rob, Suzie and Cai to welcome our new graduates Coi, Jelyn , Shielyn and Godo San Juan. We also gave awards to our special attendees who were the apples of our eye during the course of our 6 week Intro to NLP series.

Congratulations to everyone whose lives were transformed by the power of NLP!





Leadership is hard to master. It will take years to develop and have the courage and spirit to lead others- knowing what you must do and where you must go, the impact and influence you want others to see, knowing your vision and the legacy you want to leave. Difficult it may be but doing it step-by-step, one at a time is probably the right time.

MAC created a program for future organization leaders, believing that leadership begins by shaping and molding ourselves before we start leading others.

This 21-week program, which she calls "21" MasterClass Series 1 Batch 2 started last July 2023 and had our commencement ceremony on December 2023. Together with my classmates, Shallom Edillo, Melba Lorenzo, Jess Escala, Annabel Lopez, Checket Basada, Nery Rose Lagunay, Ruffa Mae Abante, and Bryan Joshua Crisostomo, we have heightened the discussion on a hybrid session covering pages by pages of John Maxwell's book, The 21 Irrefutable Laws of Leadership.

Each Law requires us to use the 4 Mode of Learning, that is, Read, Review, Reflection, and Real-Life Application. In addition to the exercises written in the book, MAC gives links to Podcasts and videos of popular hosts, motivational speakers, and authors namely, Mel Robbins, Robbert Greene, Robin Sharma, and Simon Sinek.

Whenever we deliver our discussions, we are required to have our one-liner, a short one, saying or quote that summarizes how we understand each law followed by the most exciting part, the Real-Life Application where we can hear stories of improvements, realizations, and learnings we got from the book.

The experience made us unlock questions and opportunities to discover more of our strengths and weaknesses, including our values and principles in life. Those things are highlighted as our fundamentals, our core that made us who we are now.

Everyone can be a leader, a leader to our families, friends, and others. Let us be a leader with a vision, a vision that will let others follow you because they want to.

SEASEED

HIGHLIGHTS 2023

by: Ruffa Abante

Crystal Shipping SeaSeed Credit Coop, with a commitment to enriching lives and fostering sustainable development, the cooperative organized a series of impactful activities aimed at benefiting both its members and the wider community.

May marked a significant milestone for Crystal Shipping SeaSeed Credit Coop with the launch of its Savings Program, an additional financial service offered by SeaSeed.

The program aimed to promote financial literacy and empower members to secure their financial futures, fostering stability and resilience within the community.

In July, the cooperative demonstrated its dedication to environmental sustainability by organizing a Tree Planting activity at San Pablo Laguna.



Officers of Crystal Shipping SeaSeed Credit Coop came together to plant trees, contributing to the preservation of nature and the creation of a greener, healthier environment for the Brgy. Soledad.

September brought about the first-ever Lakbay Aral in MagCoop (formerly Magsaysay Multipurpose Coop), a large scale coop in the maritime industry. This educational exposure provided officers and management with valuable insights into cooperative practices and principles, fostering knowledge exchange and collaboration among cooperatives.

December was a month of giving and bonding for Crystal Shipping SeaSeed Credit Coop. The cooperative organized an Outreach program with the Home for the Angels Foundation for Abandoned Children, extending help and donations. Additionally, December marked the first-ever Offsite Meeting and Team Building in San Luis Pampanga, where officers came together to foster camaraderie, and teamwork, laying the foundation for future collaboration and success.

In addition to these community-focused initiatives, Crystal Shipping SeaSeed Credit Coop conducted four in-house seminars covering topics such as SeaSeed services, Financial Literacy, and Gender Sensible seminars. These seminars aimed to empower members with knowledge and skills essential for personal development.

Crystal Shipping SeaSeed Credit Coop's diverse array of activities underscores its unwavering commitment to creating a positive impact on society and the environment. By nurturing financial literacy, environmental consciousness, and social welfare, the cooperative exemplifies its dedication to holistic growth and sustainable development.

Looking ahead, Crystal Shipping SeaSeed Credit Coop remains steadfast in its mission to serve its members and the community at large. With its' values and principles, the cooperative continues to inspire positive change, making meaningful contributions to the lives of many.



NE PLUS CORNER OFFERING/ TRAININGS

(Safety training and mental health awareness (SAGA))

2021

Title: Setting Sail Safely: Basic Safety Seminar for Seafarers and Cadets

Introduction:

Embarking on a maritime career is an exciting journey, but it comes with the responsibility of ensuring the safety of both crew members and the vessel. At Ne Plus Ultra Training Center, the training arm of Crystal Shipping Inc., we understand the importance of a well-prepared and safety-conscious maritime community. We have developed a 3- module training program about Safety on Board the Ship not just to enhance the safety skills of seafarers and cadets, but also to help them develop safety habits and create a culture safety on board the ship. This seminar is tailored to equip participants with the fundamental knowledge and practices necessary for a secure maritime experience through an interactive discussion with WOW Edutainment presentation. Join us as we navigate through essential safety protocols crucial for life at sea. Here is a glimpse of the topics discussed in the Seminar:

Seminar Focus Areas:

PART 1: BEAT A HABIT



1.1. Etymological Meaning of Habit: The word "habit" traces its roots to the Latin term "habitus," meaning condition or demeanor. In the context of safety, a habit is more than just a routine; it's a conditioned behavior that becomes second nature, influencing our actions and responses.

1.2. Personal Habit: Meaning: Personal habits are the building blocks of our daily lives. When it comes to safety on board a ship, cultivating positive habits is essential. These habits form the backbone of a safety-conscious environment and contribute to the overall well-being of the crew and vessel.

1.3. How to Develop a Habit: Developing a habit involves consistent repetition and reinforcement. During our seminar, participants will explore effective strategies for establishing and sustaining safety habits, making them an integral part of their maritime routine.

1.4. Why Habits are Necessary: Habits streamline decision-making and response mechanisms, especially in high-stakes environments like the open sea. They serve as a reliable foundation for safety, reducing the risk of accidents and ensuring a quick and appropriate response in critical situations.

PART 2: A SPILL, A SLIP, A HOSPITAL TRIP

2.1. Forming, Changing and Reinforcing Key Safety Behaviors: Participants will delve into the psychology of behavior change, understanding how to form, alter, and reinforce safety behaviors. The seminar will provide practical tools to encourage positive safety habits, contributing to a safer ship environment.

2.2. Why Practice Safety Habits: Safety habits aren't just guidelines; they are a lifeline. Understanding the significance of practicing safety habits fosters a proactive mindset among seafarers, emphasizing the role each individual plays in the collective safety of the crew and vessel.

2.3. How to Respond Proactively to Avoid Accidents on Board the Ship: Learn proactive measures to prevent accidents. From maintaining a clean and organized workspace to adhering to safety protocols, participants will gain insights into creating a safer ship environment through their daily actions.

2.4. Consequences of Not Practicing Good Safety Habits: The seminar will highlight the potential consequences of neglecting safety habits, emphasizing the real-life impact on individuals, the crew, and the ship. Understanding these repercussions reinforces the importance of adopting and maintaining good safety practices.

PART 3: NO SAFETY, KNOW PAIN: Creating a Culture of Safety on Board the Ship

3.1. Standard Operating Procedures Related to Safety Habits: Explore and understand the Standard Operating Procedures (SOPs) that revolve around safety habits on board a ship. Participants will gain insights into the systematic approach to maintaining safety standards and the importance of strict adherence to these procedures.

3.2. Compliance to Administrative, Local, and International Safety Requirements on Safety: Navigating through the complex landscape of administrative, local, and international safety requirements can be challenging. Our seminar will provide clarity on these regulations, emphasizing the need for compliance to ensure the highest safety standards on board.

In conclusion, the Basic Safety Seminar On Board the Ship of Ne Plus Ultra Training Center aims to instill a safety-first mindset, empowering seafarers to embrace and enforce positive safety habits. By understanding the etymology of habits, the importance of daily practices, and compliance with safety regulations, participants will contribute to fostering a culture of safety at sea. Come and join us on this transformative journey towards a safer maritime experience!

For the first time in NLP Manila history, we have conducted a Seminar onboard a ship, our MCSV Saga, entitled 'Managing Stress and Depression in the Age of Uncertainty .' Imagine the excitement our Crystal, NePlus and NLP Manila families and our team felt upon learning about this wonderful opportunity to share NLP with our crew onboard!

Our team of 4 arrived at Baseco at 6am on October 15, thrilled with the expectations a full day with our BSG crew will bring- Dr.Noel Silan, CEO and Co- Founder, Lead Consultant and Trainer of NLP Mla.Corp. , Teacher Jen Cueto, Ne+U Life Education Unit Head and NLP Manila Master Practitioner and Core Facilitator, Our Crystal Sunshine Shielyn dela Cruz, Crystal Crewing Manager and now an NLP practitioner, and Rodrigo Decena, Crystal IT Coordinator.

Everyone was

warm and accomodating. We were entertained with stories, a great breakfast of freshly baked croissants and fresh fruits, a sumptuous buffet, and a wonderful tour of the ship from the Captain' s chair to the galley, the bridge and the deck, and even gifts, cookies and pastries to bring home.

At 10 am, we were ready to share Mental health concepts and perspectives on mental health, our Introduction to NLP , which included how to improve our mindset using Transformative NLP Presuppositions and Language- Body system for state management, Sources of Anxiety and stress and how to nurture one's psycho- emotional health.

The Saga crew took turns in asking questions and sharing their thoughts and experiences with the group.

By the end of the seminar, everyone, hopefully, felt safer, warmer and happier. We are also hoping to continue showing our love for our Crystal crew by continuing with our Powerskills seminars and our new CAREline- our 24/7 Teleconsult, so that together, we will arise from our personal battles and sail as stronger, kinder, more empowered individuals.

Thank you, BSG, for this one of a kind opportunity!



CRYSTAL

2023

CALENDAR

JANUARY

10TH IAC GALA



innovators©

One Crystal Date

FEBRUARY



NLP and Peak Performance Optimization MARCH



Fire Drill

innovators©

Crystal Master Class

APRIL



NLP Graduation

SOLTIN VISIT
MAY



Mother's Day Special

innovators©

ONE CRYSTAL DAY

And Mac's Birthday

JUNE



Fame Fun Run JULY



Larvik Visit

innovators©

English 2.0 with Teacher Jen

AUGUST



ENGLISH 2.0

with Teacher Jen
Aug. 17&24,
1245-130pm

Leads Visit Fssa in Taiwan

SEPTEMBER



Regie's Wedding

innovators©

Mental Health Awareness

OCTOBER

Onboard Saga



Leads 16th Offsite

Chairman and Marla's
Birthday
NOVEMBER



innovators©

DECEMBER

Seaseed Team Building and Outreach Program



YEAR END PARTY

innovators©