



# the crystal CHRONICLE

THRIVING  
IN THE  
NOW NORMAL

---

The best way to  
truly end  
a crisis is to rise  
above it.



## Message from the President

A Calm and Tranquil Mind. Equanimity is what made us arise in the Year 2020, one of the most exciting years I've experienced in my whole life.

I've been regularly meditating since 2017 and have been practicing the technique of Vipassana meditation for a year now. In fact, I just ended a 3-day Vipassana self-course. That's 72 hours of noble silence. No phones, no computers, no gadgets, no nothing. You think that's gruesome? Wait till you hear about my 10-day course.

Contrary to what I thought that 2 hours of meditation a day (1 hour in the morning, 1 hour in the evening) would eat up and lessen my time, it actually added and gave me more time. The work that usually takes me days to finish, I now complete for a few hours - adding and giving me more time to do other things I love doing. The discipline of the technique comes in handy in helping me stay focused and sharper during these ever-changing times.

Just like in Crystal, the WoW Service has only been more focused on the needs of our customers and sharper in finding ways to keep the supply chain well-manned and sailing safely.

Likewise, here at Home, Crystal focuses on opening opportunities to our people to enjoy work and life, giving us freedom to achieve our respective Objectives and Key Results (OKR) on time, anywhere, with our Work Remote, Work Anywhere Scheme.

Crystal is the home we build and nurture with these three foundations. Three principles that we keep into our work and personal spaces at all times: First, Crystal is our HAPPYnest. A happy place. With Crystal, we start this culture of promoting a happy environment for all. A place where there is no gossip, no blaming and no complaining. A place of brotherhood and sisterhood.

Crystal is our HEALTHYnest. A healing place. A place where everyone encourages each other to be healthy and strong in mind, body and spirit. "Ask anyone to give you a round of 10 push-ups..." and they'd do it in a snap. Really.

And lastly, Crystal is our HUMORnest. We live in an environment where fun and laughter are all around. We are inspired to work and live in a home with people who love to have fun and still manage to laugh even in distressed times.

Life is short. Everything arises and passes away. And with that, I say, remember Principle no.8. Please don't take yourself too seriously. Whatever nest you are in, make it a happy nest, a healthy nest and a humor nest.

Smile and Breathe consciously. It's healthy.

Love in me,

Emily







**REPUBLIC OF THE PHILIPPINES**  
**MARITIME INDUSTRY AUTHORITY**  
**MARINA ADVISORY**



## **MARINA SETS TRAINING STANDARDS FOR 4 MANDATORY STCW COURSES ON IGF, POLAR CODES**

The Maritime Industry Authority (MARINA) has recently issued new training standards for four (4) mandatory courses as part of Philippines continuing compliance with its obligations under the International Convention on Standards, Training, Certification and Watchkeeping (STCW) for Seafarers 1978, as amended.

These four (4) new training standards include:

- Basic Training for Service on Ships Subject to the International Standard for Ships Using Gases.
- Advanced Training for Service on Ships Subject to the GF Code.
- Basic Training for Ships Operating in Polar Waters.
- Advanced Training for Ships Operating for Polar Waters

Basic Training for Service on Ships Subject to the IGF Code were issued in accordance with Table A-V/3-1 of the STCW Code and Advanced Training for Service on Ships Subject to the IGF Code, with Table A-V/3-2.

Moreover, to comply with the requirements of SOLAS, MARPOL Convention and the STCW Convention, particularly Regulation V, in paragraphs 2 and 3, the Administration has issued the training standards for Basic Training for Ships Operating in Polar Waters and Advanced Training for Ships Operating in Polar Waters, in accordance with Table A-V/4-1 and Table A-V/4-2 of the STCW Code, respectively, for seafarers on board vessels navigating in waters surrounding North and South Poles. This Trainings can be accessed through the website <https://stcw.marina.gov.ph/policies/approved-circulars>





REPUBLIC OF THE PHILIPPINES  
MARITIME INDUSTRY AUTHORITY  
**MARINA ADVISORY**



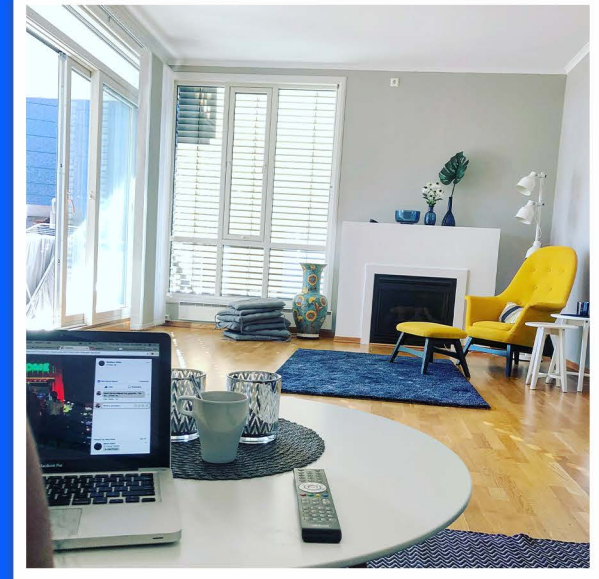
# GOOD NEWS

MARINA, through its advisory 2020-83, has recently **FURTHER EXTENDED** the revalidation period for expiring STCW Certificates from 13 March 2020 to 31 December 2020 - broader than its previous extension which only covered those COPs and COCs expiring from 13 March 2020 to 31 October 2020.

This Applies to all STCW CERTIFICATES of all filipino seafarers who are both **ONBOARD** and **ASHORE** at the time of expiry their certificates, and are compliant with the following provisions:

- 1** Completed approved seagoing seaservice performing duties appropriate to the certificates held, for a period of atleast: **12 months** in total during the last 5 years prior to revalidation or: **3 months** in total during the last 6 months immediately prior to revalidation.
- 2** COP in tanker courses, the seafarer must have completed approved seagoing service performing the duties appropriate to the tank certificates held, for a period of atleast **3 months** in total during the preceding 5 years.
- 3** Meet the standards of medical fitness specified in Section A-I/9 of the STCW Code.





# No more **WORK** from **HOME** but instead **ANYWHERE**

A few years back, some companies started the Work From Home (WFH) Setup which allowed their employees to stay at home and do their work, hence, WORK from HOME. Fast forward to 2020 and the Coronavirus hits, society and organizations had to fast-track and implement their WFH setups and policies. Everyone who was not part of the medical and emergency sectors had to stay at home and try their best to work at home.

But after living and adapting to life under this pandemic, it was realized that the current setup was not ideal at all. Schools were closed, the kids stayed home, internet was slow because everyone else was also home, and there was no other place of solitude with peace and quiet to turn to. It's not surprising that not everyone embraced and understood the beauty of the WFH setup.

Quoting Techcrunch.com's article: "Work From Home is terrible branding, precisely because it fails to communicate the fundamental freedom that comes with these new policies. It's not about further imprisoning us at our homes – it's about empowering us to think and work exactly where we are personally most productive." But the whole point of the flexibility of the WFH setup is to allow us to work from anywhere – it maybe home or on a cozy café, a warm sandy beach or the hospital where you are watching over a sick relative. It's meant to allow us to work on a less stressful environment and give us more control of our time and pace.

Many may still choose to work in the office to get the feeling of belongingness, their social life with their colleagues and the free resources that they do not need to pay for. But then again, we see the narrowness of the language "Work From Anywhere" which literally means anywhere, and this also includes the very office or building that we would normally commute to.



Work From Anywhere defines flexibility as adapting our schedules and locations based on what we need to work on. There might be days that we need total silence and shut out the outside world to focus and complete deep work – or days that we need to meet, coordinate and collaborate physically to finish a project and there are days that we need the mix of both. In short, Work From Anywhere encapsulates the freedom and dynamism that we need and deserve – we have total control of our schedule and how we want to plan our day and work.

For companies, the main challenge is how to empower and implement a true Work From Anywhere culture which is not just divided into “office” and “home” but anywhere in the world that the employee wants to work at. There is also a question of expense where companies have already a pre-existing expense plan or policy, but with Work From Anywhere, companies should also determine the extent of the expense an employee can use. Like should the company subsidize coffee purchases or Wi-Fi passes? How should companies offer mechanisms for distant employees to connect in real life?

Work From Anywhere is not just about saving money for the company nor long-term social distancing. In the end, it is an investment to further improve employee well-being, productivity, and ultimately profitability. An employee who is engaged and happy will surely ripple their happiness and become more efficient.





# THE "C'S" THAT MATTER

Written By: Ray Anthony Lescano

## A WHIRLWIND RIDE, THAT IS, WITH ALL THE INDUSTRY ONSLAUGHTS OF 2020, SPECIALLY THE EFFECTS OF THE COVID-19 PANDEMIC.

The pandemic somehow triggered and pre-empted the already changing business needs of the world today. While for some, shutting down was the best option they had to prevent further losses or drastically layoff people to thrive and survive.

How is Crystal different among others, then? I am thankful to be working in a place where people are encouraged to be themselves and speak their thoughts and where collaborative spirits are fully alive. Our long-term strategic activities prepared Crystals to sudden and unforeseen challenges as these. As early as 2019, Crystal designed and incubated systems as Work Anywhere where Crystals are encouraged to do work remotely within a set of competitive and dynamic Objective and Key Results or OKR. We have prepared our Crystals accordingly with this setup to the point that we disseminated laptop units to key Reps making them capable, productive and efficient even during the heightened community quarantine guidelines of the government.



**OUR CONTINUOUS DRIVE TO FIND INNOVATIVE WAYS OF DOING WORK PROMPTED US TO COME UP WITH SUCH BUSINESS FORESIGHT AND ACUMEN. ONE OF OUR BIGGEST VENTURES ON BUSINESS LEARNING AND APPROACH IS THE APPLICATION OF THE ALREADY KNOWN SKILLS OF THE 21ST CENTURY – THE 4CS.**

The adoption of Crystal on the 4Cs of the 21st Century Skills has helmed the company to sound operational judgments and strategies which so far has favored us with very good results. Crystal, being unique and transformative, customized these concepts to tailor-fit our company culture. For the last four months, our MindGym activities focused on the cultivation of Communication, Collaboration, Creativity and Critical Thinking Skills and its application to Crystal as an organization. From there, an improved version of the 21st Century Skills was launched – the 5Cs.

**COMMUNICATION.  
COLLABORATION.  
CREATIVITY.  
CRITICAL THINKING.  
CRYSTAL**

Crystal believes that these important “Cs” are skills that would keep us going on a strong ground in pursuing our WOW service and keeping the HAPPYness brand even in the 'next normal' of life and business.



# THRIVING IN THE NOW NORMAL

## LOCKDOWN!

Afternoon of March 12, 2020, Thursday , while The Crystals were partying with our principals from Norway, we waited and waited for this announcement of President Duterte about a rumored lock-down. But it never came.. So for the safety and peace of mind of everyone, we had to wrap up the party.

In a snap, the world was new. Everything changed. From an active, bustling, restless one where we were up and about, everything stopped. Literally. Everything seemed to be uncertain with varying community quarantine guidelines from time after time.

We all felt fear. The fear of the unknown. The fear of having Covid-19 and unknowingly passing it to our loved ones at home. Will we survive?

The long months of waiting of what would come next led people to brave the reality of the new normal and chose to live. Many started taking care of plants (and are called plantitos and plantitas), baking, online business, doing Tiktok videos, biking, vlogging and food express delivery become a trend.

The nine months of quarantine had opted the society for children attending online classes, restaurants opening with seats 1 apart, jeepneys and public transport with plastic barriers in between riders, everyone being required to wear a face mask and face shield everywhere, no senior citizens and kids below 15 allowed in malls and restaurants, curfew by 12.

We never thought we would survive this great ordeal but look at where we are now. We chose to thrive; to make do with what is left. We thought of possibilities. We chose to be grateful for what we have and share to others the big and small that is ours. The best way to truly end a crisis is to rise above it.





Crystal Corner:

# Shamazing Story



“Hi guys! It’s me again, Shamazing, and welcome back to my YouTube channel!”

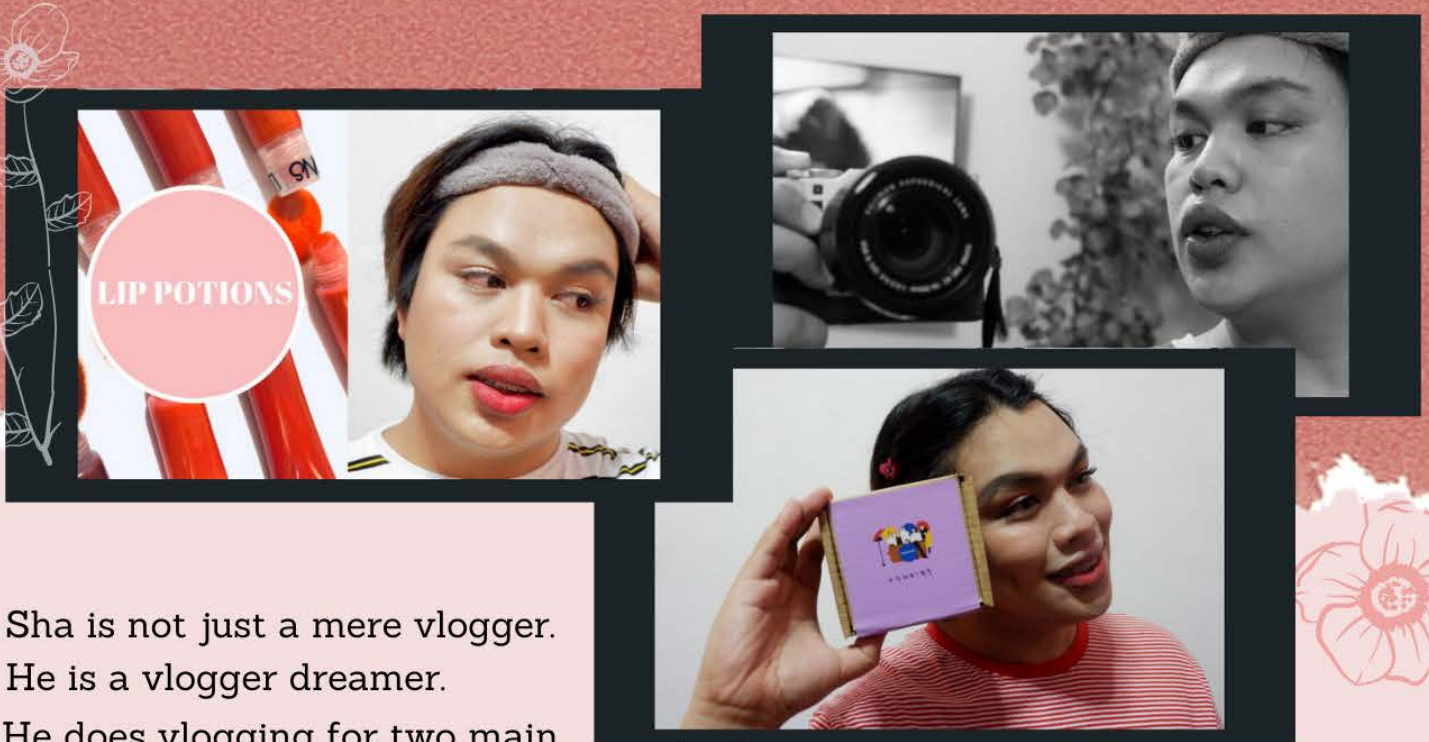
This line is what you will surely hear upon viewing Shamazing's vlogs. The name behind this YouTube channel is Shallom B. Edillo aka “Sha”, Crystal's 24-year-old IT Coordinator.

He was born and raised in the province of Cagayan Valley together with his three siblings. His father died when he was only 12 and his mother decided to work abroad to support their family. He finished his degree of Bachelor of Science in Information Technology at National University, Manila.

Growing up, he had always dreamed of becoming an influencer. Through his love for filming and video editing, he started his own YouTube channel in 2016 with only 5 followers. For starters, it is always never easy especially during that time when there were many vloggers around the world with famous celebrities flooding the stream. So, he stopped uploading video content the following year because he felt the need to upgrade his vlogs and gain more experiences to share.







Sha is not just a mere vlogger.  
He is a vlogger dreamer.  
He does vlogging for two main  
reasons: First is to inspire and make people happy.

He truly possesses Crystals' core values of being fun-loving and loving what they do. There is no doubt, because most of his video contents bring smiles and laughter to his viewers.

He was even awarded "The Crystal Happyness" of Crystal Shipping Inc. during the company's yearend party last December 2019. Another main reason for his vlogging is to help his family financially.

Aside from doing vlogs, he also decided to audition for Pinoy Big Brother (PBB),\* a reality show in ABS-CBN. He grabbed this opportunity to showcase his talents worldwide. Though he didn't get a slot, it didn't stop him from chasing after his dreams.

With that in mind, he started creating and uploading more videos on his YouTube channel. He offers giveaways to his viewers reaching up to 1000 subscribers which enables his channel to be monetized. Now, he has sponsors and his video content already has advertisements in it. Vlogging is slowly opening a lot of opportunities for him to officially be an influencer. Sha is living proof that when we believe it, we will see it!

**Keep on shining, Sha!**

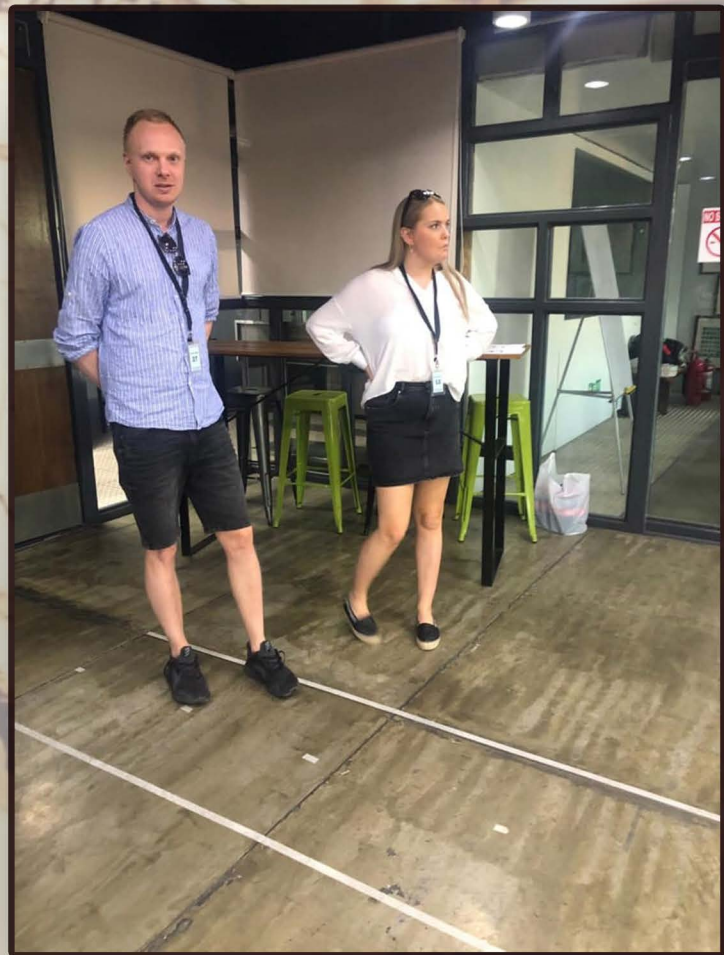




# Norwest Visit



**Andrea Bårdsen and  
Christofer Bårdsen  
Visits Crystal Shipping  
Inc. last March 12,  
2020.**







# CRYSTAL CALENDAR



7th  
IEAC  
GALA



17 JANUARY



# FEBRUARY

SEASEED  
STRATEGIC  
PLANNING 08

VALENTINE'S DAY

14



18

MAC BOOKKEEPER  
TRAINING



# MARCH

12 NORWEST  
VISIT





# APRIL 07 ESM AUDIT



#CrystalLeads10thOffsite

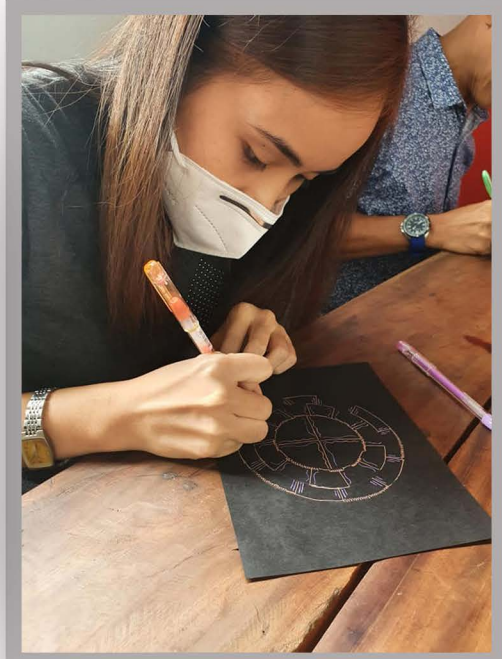
# 28 AUGUST





# 21 OCTOBER

ART WORK: MANDALA



# 28 NOVEMBER

HunterConnector X WealthCreator  
OFFSITE





# 17 DECEMBER

## CRYSTAL YEAR END PARTY



# HAPPY CHRISTMAS AND WOW NEW YEAR