



EVIDENCE-INFORMED TRAINING · TMSA HUMAN FACTORS ALIGNED

The human side of safety

HF-Sea Sense helps crews think clearly, act decisively, and lead safely when it matters most.



**Most incidents aren't caused by broken systems.
They're caused by people under pressure.**



hf-seasense.com

Safer systems begin with human thinking

What if safety at sea wasn't just about compliance, but capability? HF-Sea Sense is a training and leadership development programme that helps seafarers and technical managers understand, live and lead safety with deeper human insight. Built on **human factors research**, **OCIMF TMSA Human Factors**, **SIRE PIFs** and the **Resilient Leaders Elements™** framework, it turns safety from a checklist into a living culture.

80%

of maritime casualties involve the human element as a contributing factor

c. **840k** USD\$

average cost of a casualty requiring formal investigation

4

progressive levels, from shared language to system redesign

Source: European Maritime Safety Agency, Annual Overview of Marine Casualties and Incidents 2024. Cost figures derived from maritime insurance and investigation data.

The problem

Despite sustained investment in technology and systems, most maritime incidents still come down to human performance.

- Crew stress and fatigue are rising year on year
- Compliance training records attendance, not root cause
- TMSA Human Factors gap analysis exposes operational and reputational risk
- Investigations repeat the same findings across the fleet

These issues can't be solved with more paperwork. They need a shift in how people think, act and lead.

What HF-Sea Sense changes

Proactive risk awareness

Teams learn to perceive and respond to risk as it emerges, not after the report.

Human-centric systems

Moves the organisation from blaming people to designing better systems around them.

Measurable culture change

A structured learning pathway with visible progress at every level.

Regulatory confidence

Fully aligned with OCIMF TMSA Human Factors and SIRE PIFs, and evidenced for audit.

Four levels to maximum safety potential

A structured journey from shared awareness to system design. Each level builds on the last, and you can join at the level that matches your organisation's maturity. All courses are self-paced online, with a certificate on completion.



LEVEL ONE · START HERE

Foundation: human factors awareness

c.4–6 hours | Self-paced online | **For everyone**, sea and shore

- Understand the twelve human factors that shape maritime performance
- Recognise human error as a symptom of system failure, not a cause
- Build the shared language that every later improvement depends on



LEVEL TWO

Applied understanding: integration into practice

c.4–6 hours | Self-paced with scenarios | **Operational personnel and supervisors**

- Apply human factors analysis to incident investigation
- Shape procedures around real human limitations
- Run pre-task briefs that surface performance-influencing factors



LEVEL THREE

Leadership and culture: embedding resilience

c.4–6 hours | Self-paced | **Senior officers, shore management, culture champions**

- Model the behaviours that build trust and psychological safety
- Lead learning from incidents without blame
- Measure and improve safety culture maturity over time



LEVEL FOUR · ADVANCED

Human-centric systems: maximum safety potential

c.4–6 hours | Self-paced with consultancy | **Executives, technical managers, system designers**

- Design systems that account for human variability and limitation
- Build adaptive, self-correcting safety management systems
- Track measurable progress toward maximum safety potential

Built by people who have run the investigation



01

Built by practitioners

Created by Captain Sean Noonan, a veteran auditor and investigator, with Dr Sean Warren, educator and digital learning designer. Decades of maritime insight, modern instructional design.

03

Learning that sticks

Real scenarios, cognitive-science technique and guided reflection, so lessons translate directly into behaviour on deck and ashore.

02

Beyond compliance

Develops judgement, communication and resilience: the human capabilities behind every safe voyage, and the ones no procedure can supply.

04

Powered by Resilient Leaders Elements™

A behavioural leadership framework used by 17,500 leaders across military and civilian organisations. Observable behaviours, not personality labels.

Aligned with **OCIMF TMSA Human Factors** · Mapped to **SIRE PIFs** · Evidence-informed content · Digitally verifiable certification

About Fáiré Innovare Ltd

Founded by Captain Sean Noonan, Fáiré Innovare is a specialist consultancy dedicated to improving organisational performance through advanced human factors and leadership practice. We help organisations optimise culture, mature safety management systems beyond compliance, and develop resilient, adaptive leadership at every level.

Discover HF-Sea Sense

To learn how HF-Sea Sense can transform safety leadership in your fleet or training portfolio, get in touch.

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Stronger people.
Safer systems.
Smarter organisations.