Maritime Human Factors trainer course programme

Our Human Factors Trainer Core Course for Maritime Professionals is a 3-day or 5-day programme focused on improving operational safety through a deeper understanding of human factors, communication, human error, and error-tolerant solutions.

The course combines proven Crew Resource Management (CRM) methodologies with the needs of maritime operations, enabling participants to deliver effective Human Factors training across shore-based and onboard environments.

What's included:

CRM Trainer's Manual (Edition 3):

A comprehensive 280-page manual covering all EASA-required CRM topics. Each chapter includes practical trainer tips to support effective facilitation.

Training materials:

All materials used during the course are provided, including PowerPoint slides with trainer notes, suggested questions, and supporting content, as well as participant handouts and additional resources.

The Art and Science of Adult Learning – handbook

A 100+ page teaching and learning handbook developed by Anne Sølvsteen. Drawing on more than 40 years of training experience, the handbook combines practical insight with research on how adults learn most effectively. It provides guidance on:

- Planning and structuring training sessions
- Creating engaging learning environments
- Presenting knowledge in meaningful ways
- Assessing trainee performance

Digital access:

All materials are provided digitally via Dropbox. Physical participants receive both printed and digital versions.

Our approach to CRM training

At NaviMinds, CRM training is not something you sit through – it is something you experience.

Our courses are built on strong experiential learning principles, where participants are actively involved throughout. We create a learning environment that encourages reflection, dialogue, and practical application, rather than passive listening.

We believe that people do not learn effectively from theory alone – nor simply from what they are told or read. We learn from experience. For this reason, our courses combine well-established theory with a wide range of engaging, experience-based activities. These exercises are developed by NaviMinds and are a core part of our training philosophy.

Not just your regular training centre

When you train with NaviMinds, you are not placed in a remote classroom or an airport facility.

Our training takes place in the heart of Copenhagen – a vibrant and historic capital that adds an extra dimension to your learning experience.

Located just minutes from City Hall, Tivoli Gardens, and Strøget, our venue places you at the centre of the city's cultural and social life. You will be surrounded by some of Copenhagen's best cafés, restaurants, and shops.

Depending on the time of year, you may also experience events such as air shows, the Copenhagen Jazz Festival, concerts, theatre performances, and local markets – all within walking distance.

After each course day, you have the opportunity to step straight into the city and enjoy everything Copenhagen has to offer.

Course programme

MON
10:00 – 18:00

What you'll explore

01 Welcome and introduction
02 On board safety in a broader safety-critical context
03 SOPs and operational deviations
04 History and development of human factors
05 How humans learn
06 Communication in practice
07 Group exercise: Communication under pressure
08 Self-study

TUE
09:00 – 17:00

What you'll explore

01 Working with threats and error in a safety-critical environment
02 Training techniques for student engagement
03 Decision-making in operational environments
04 Group exercise: Designing procedures for safer operations
05 Situational awareness
06 Workload and performance under pressure
07 Speaking up and intervening
08 What helps information stick

WED
10:00 – 18:00

What you'll explore

01 Practical ways to facilitate learning
02 Human interaction with automation
03 Safety culture and organisational influence
04 Fatigue and performance
05 Applying trainer techniques
06 Self-study

THU
09:00 – 17:00

What you'll explore

01 Work as imagined vs work as done
02 Working with SOPs in practice
03 What drives learning
04 Decision-making limitations
05 Stress and resilience
06 The boundaries of human performance

FRI
09:00 – 17:00

What you'll explore

01 Student presentations
02 Decision-making and human limitations
03 Learning strategies
04 Leadership in practice
05 Final group exercise
06 Course wrap up and certification