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IT'S YOUR SHIP

Captain D. Michael Abrashoff
former commander, USS *Benfold*

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Its Your Ship By Captain D Michael Abrashoff

D. Michael Abrashoff



Its Your Ship By Captain D Michael Abrashoff:

It's Your Ship Captain D. Michael Abrashoff, 2007-10-15 The legendary New York Times bestselling tale of top down change for anyone trying to navigate today's uncertain business seas When Captain Abrashoff took over as commander of USS Benfold it was like a business that had all the latest technology but only some of the productivity Knowing that responsibility for improving performance rested with him he realized he had to improve his own leadership skills before he could improve his ship Within months he created a crew of confident and inspired problem solvers eager to take the initiative and responsibility for their actions The slogan on board became It's your ship and Benfold was soon recognized far and wide as a model of naval efficiency How did Abrashoff do it Against the backdrop of today's United States Navy Abrashoff shares his secrets of successful management including See the ship through the eyes of the crew By soliciting a sailor's suggestions Abrashoff drastically reduced tedious chores that provided little additional value Communicate communicate communicate The more Abrashoff communicated the plan the better the crew's performance His crew eventually started calling him Megaphone Mike since they heard from him so often Create discipline by focusing on purpose Discipline skyrocketed when Abrashoff's crew believed that what they were doing was important Listen aggressively After learning that many sailors wanted to use the GI Bill Abrashoff brought a test official aboard the ship and held the SATs forty miles off the Iraqi coast From achieving amazing cost savings to winning the highest gunnery score in the Pacific Fleet Captain Abrashoff's extraordinary campaign sent shock waves through the U S Navy It can help you change the course of your ship no matter where your business battles are fought

It's Our Ship D. Michael Abrashoff, 2024-09-24 The legendary navy captain and New York Times bestselling author of It's Your Ship returns with winning leadership advice for the business world The story of Captain Abrashoff and his transformative command of USS Benfold has become a fable of smart leadership inside and outside the Navy Abrashoff turned his ship into a model of naval efficiency with amazing cost savings the highest gunnery score in the Pacific Fleet and a highly motivated and top performing crew In It's Your Ship he first demonstrated how to bring his successful management techniques from the ship to the boardroom Now Abrashoff shares the leadership motivational and management insights and tips that he has learned from his last six years of addressing business and corporate audiences Abrashoff's timely advice is wise actionable and features anecdotes and insights from leaders of businesses both large and small from public and non profit sectors

Get Results, Not Salutes D. Michael Abrashoff, 2010-02-01 Give people power to do their job and clear the decks of anything that keeps them from doing it and leave your ego on shore That's the advice of D Michael Abrashoff author of The New York Times and The Wall Street Journal bestseller It's Your Ship Our ship USS Benfold was serving in the Persian Gulf in the 1997 Iraq crisis and the entire U S fleet there was snagged in a giant communications snafu At any moment some 7 000 messages could go astray or just stop moving Ironically Benfold and many other ships were equipped with a new satellite system for launching Tomahawk missiles But

most radio operators hadn't been trained to use it for anything besides launching missiles Not so John Rafalko who pored over its manuals and told me it could solve all our communications problems I reported this to the admiral's chief of staff for communications who rejected the idea With the fleet verging on chaos I went over his head and told the admiral who erupted chewed out his subordinate and ordered him to adopt Rafalko's plan immediately We flew John all over the Gulf to train other operators and suddenly the whole fleet was communicating seamlessly This radioman saved the Navy's bacon My only role was to listen and back him up Changing a Troubled Ship's Course D. Michael Abrashoff, 2010-02-01 Figure out what's wrong enlist your people in the cause of fixing it persuade them to take ownership and never declare victory That's the advice of D. Michael Abrashoff author of The New York Times and The Wall Street Journal bestseller It's Your Ship on how to turn around any organization The Atlanta Falcons hit rock bottom the day a tornado ripped off half of its stadium's roof By then their charismatic quarterback Michael Vick was in prison for leading a dog fighting ring Their coach Bobby Petrino had defected in mid season to college football They'd won only four games in 2007 losing 12 They weren't just defeated they were demoralized beaten losers It was up to their owner Arthur Blank cofounder of Home Depot to turn this sorry situation around And in one of the deftest performances I've ever heard of he did By the end of 2008 the Falcons had gone to the playoffs with an 11-5 record Their new coach Mike Smith was NFL Coach of the Year Their quarterback Matt Ryan was NFL AP Offensive Rookie of the Year This is the season of miracles Blank said But the miracles all traced to the careful moves he'd made

What I Learned at the Naval Academy D. Michael Abrashoff, 2010-02-01 The more insecure you feel the more frightening situations become That's because most people resist making matters worse Suppose you do the opposite Accept fear treat it like a passing shower and focus on things you control Your demons vanish These and other tonics for hard times come from Mike Abrashoff who discovered joyfulness as a plebe at Annapolis It may sound unfeeling but I notice that hard times aren't all bad They force people with or without jobs to stay calm overcome reverses make the best of whatever happens They're often the most fertile times for growing what every business needs proven leaders Right now companies everywhere are stretching their people to work harder and do more with less In this Darwinian situation the winners are those who accept being stretched but on terms favorable to themselves That doesn't mean the winners are all me-firsters In a healthy organization the most valued stretchers are those who benefit the whole enterprise not just themselves They're the next leaders in waiting

How to Get Your Crew to Take the Wheel D. Michael Abrashoff, 2010-02-01 How do you get people to take initiative The New York Times and The Wall Street Journal bestselling author Captain D. Michael Abrashoff says the answer is One build their confidence by giving them an unexpected opportunity to shine Two encourage challenges to established wisdom and authority Three keep increasing expectations Get Your Ship Together D. Michael Abrashoff, 2005 The bestselling author of It's Your Ship shares the team building wisdom of some of the smartest leaders readers have never heard of **Listen Up!** D. Michael Abrashoff, 2010-02-01 Leading without listening is like walking in the dark You need to

know what your crew customers and suppliers think so listen hard and pounce on every good idea you hear That said it s not as easy as you think A leader who hasn t learned to listen is working under a huge handicap It may be possible to lead without listening Douglas MacArthur style but that approach is twice as hard half as fast and prone to disaster Even as I rose through the ranks of the Navy I found that listening didn t always come naturally to me Often I merely pretended to hear people How many times had I barely glanced up from my work when a sailor or officer came up to the bridge or into my cabin I wasn t paying attention I was marking time until I could give orders When I took command of Benfold I was determined to do things differently and I had to move fast In two months we would deploy to the Middle East and we weren t ready

Leadership by Choice Eric Papp,2012-06-26 Establish trust with your team by developing a clear decision making strategy Do you have the opportunity to focus on each decision you make Chances are you don t All too often our choices are rushed and relationships are strained by not thinking clearly or communicating properly We are all responsible for our own productivity To be a strong leader our challenge is to find creative ways to be productive and speak with influence In Leadership by Choice author Eric Papp looks at key strategies for leaders to excel not just through ability and smarts but connecting with others and establishing strong decision making skills The best leaders develop a system for reflecting on ideas and hold themselves accountable for their choices Leadership by Choice provides you with applicable ideas in an entertaining manner with stories and pictures for all the areas in which you lead Loaded with actionable strategies and compelling ideas Leadership by Choice offers a new road map for becoming a leader people want to follow

Managing Digital Charles Betz,2018 About This Book This book Managing Digital Concepts and Practices is intended to guide a practitioner through the journey of building a digital first viewpoint and the skills needed to thrive in the digital first world As such this book is a bit of an experiment for The Open Group it isn t structured as a traditional standard or guide Instead it is structured to show the key issues and skills needed at each stage of the digital journey starting with the basics of a small digital project eventually building to the concerns of a large enterprise So feel free to digest this book in stages the section Introduction for the student is a good guide The book is intended for both academic and industry training purposes This book seeks to provide guidance for both new entrants into the digital workforce and experienced practitioners seeking to update their understanding on how all the various themes and components of IT management fit together in the new world About The Open Group Press The Open Group Press is an imprint of The Open Group for advancing knowledge of information technology by publishing works from individual authors within The Open Group membership that are relevant to advancing The Open Group mission of Boundaryless Information Flow The key focus of The Open Group Press is to publish high quality monographs as well as introductory technology books intended for the general public and act as a complement to The Open Group Standards Guides and White Papers The views and opinions expressed in this book are those of the author and do not necessarily reflect the consensus position of The Open Group members or staff

Essential Leadership Thomas R.

Harris,2024-06-04 What if what is often taught about leadership today is wrong With today s mass amount of information in books blogs social media and videos many people are calling leadership many things and much of what they say about leadership is false Essential Leadership is about clarifying what leadership is what it is not and what it takes to be a great leader This book will help you lead well whether you are an executive a CEO a manager a small business owner a boss or even if you don t have a position but just want to learn how to lead Essential Leadership dives into The basics of what leadership is its purpose and the difference between leadership and management The right mentality to have as a leader and the common ones that you should avoid The misconceptions many have about leadership and the truths you need to know The truth about leadership styles that many miss Why your preferences and strengths don t matter as much as you think they might How to communicate effectively so that you build greater trust and get greater results How to show appreciation and give feedback effectively The importance of culture and the building blocks of building a great one What it really takes to motivate your employees How to hire and fire well How leaders mess up decision making and how to do it well How to run effective meetings How to deal with mistakes the right way The habits and traps that will hurt you as a leader How many get delegation wrong and how to do it right Why charisma isn t needed for leadership Why consensus is not your friend Where bureaucracy comes from and what to do instead And more In Essential Leadership Thomas weaves his experiences as a leader and a follower with insights pulled from many great authors and speakers including Jocko Willink Simon Sinek Michael Abrashoff David Marquet Jim Collins Julie Zhou Adam Grant John Maxwell Patrick Lencioni Alex Hormozi Kim Scott Charles Duhigg Kevin Kruse Jim McCormick Daniel Pink General Stanley McChrystal Bren Brown Ray Dalio and more If you want to know the truth about leadership and what it really takes to be a great leader or if you want to help your team and managers learn to lead well make sure to get this book ASAP **Starting Lean from Scratch** Brent Donald

Timmerman,2019-05-15 What if the problem is you For organizations just preparing to begin a continuous improvement CI journey the behaviors of the leadership must transform dramatically for the Lean toolkit to succeed Many organizations invest in training colleagues about the power of the tools but fail to address the behavior and mindset of the leadership Unfortunately misaligned leadership behaviors will counteract any culture change that is attempted simply by pushing the use of Lean tools This book outlines a comprehensive set of leadership principles that must be understood and modelled by the leadership before the CI Journey can effectively begin This book organizes these leadership principles into a framework of a conceptual model called the Three Spaces of Lean Transformation The model suggests that these spaces of Trust Change and Continuous Improvement must be consciously shaped developed and maintained by the organizational leadership if a continuous improvement culture change succeeds This book organizes a set of leadership principles that supports the culture change into each of these three spaces The book is written in the first person narrative and maintains a mentoring format This book is for professionals at the very beginning of an intimidating Lean journey and with very little background or formal

Lean training Although these leadership principles are framed in the approach of being necessary to support an innovation culture change the principles are in fact those necessary to support effective employee engagement In addition this set of leadership principles if modeled consistently by the leaders will create an organizational culture that will attract and retain great employees These principles form the strong leadership foundation that must be established in organizations where previously many of the leadership behaviors were contrary to what is required by a Lean organization The proper adoption of these leadership principles by an organization will support the long term success of the Lean journey and that this will enable a lasting not a temporary change to a continuous improvement culture **The Excellence Dividend** Tom

Peters,2018-04-03 Brilliantly simple actionable guidelines for success that any business leader can immediately implement Tom Peters new book is a bundle of beautiful dynamite While I ve been a CEO for 30 years I still learned much worth knowing from The Excellence Dividend You will too John C Bogle founder Vanguard For decades Tom Peters has been preaching the gospel of putting people first and in today s rapidly changing business environment this message is more important than ever With his unparalleled expertise and inimitable charisma Peters provides a roadmap for you and your organization to thrive amidst the tech tsunami and he has a lot of fun doing it The Excellence Dividend is an important new book from one of today s greatest business thinkers The Happy Manifesto Henry Stewart,2013-01-03 Imagine a

workplace where people are energized and motivated by being in control of the work they do Imagine they are trusted and given freedom within clear guidelines to decide how to achieve their results Imagine they are able to get the life balance they want Imagine they are valued according to the work they do rather than the number of hours they spend at their desk Wouldn t you want to work there Wouldn t it also be the place that would enable you to work at your best and most productive The Happy Manifesto is a guide to anyone wanting to improve their workplace Learn how you too could change your work environment for the better **The Leader's Pyramid** Joseph Garcia,2010 In his book The Leader s Pyramid Joseph Garcia provides a leadership tool that is both easy to remember and easy to apply to most management situations Garcia offers proven leadership success based on a challenging military career and while serving as a CFO for a national nonprofit and most recently as the Katrina CFO for FEMA in New Orleans for three years Garcia s Leader s Pyramid tool has allowed him to do his part to meet extraordinary mission requirements in extraordinary places The Leader s Pyramid is built and grounded on proven principles and is valuable to all types of leaders experienced manager or newly promoted supervisor Joseph blends his walked in a leader s shoes perspective with extensive research and academic principles He taught a Leadership course at the Air Force Academy and received his Executive Masters in Leadership from Georgetown University His desired outcome for his readers is a balanced and consistent approach to leadership Using the Leader s Pyramid construct has allowed Joseph to be consistent in how he reaches decisions especially tough ones involving people concerns because he follows the same decision making process At the same time he has gained the proper balance in his leadership

focus and actions since his Leader's Pyramid allocates a 60 30 10 percentage mix for the Mission People and Ego factors respectively Proof of Garcia's recipe for success includes many organizational and individual awards including the Male Boss of the Year through the Federal Women's Awards Program Joseph builds the Leader's Pyramid with his readers one block at a time using his wealth of personal experiences along with illustrating scenarios that helps explain and reinforce the Mission People and Ego components Garcia even uses the Leader's Pyramid to advocate how to become a better spouse parent and well rounded individual Finally his pyramid maintenance tips promote continuous professional and personal development In short Garcia takes his readers on an enjoyable learning journey throughout The Leader's Pyramid **Emotional**

Intelligence 2.0 Travis Bradberry, Jean Greaves, 2009-06-13 FOREWORD BY PATRICK LENCIONI BESTSELLING AUTHOR OF THE FIVE DYSFUNCTIONS OF A TEAM Emotional Intelligence 2.0 is a book with a single purpose increasing your EQ Here's what people are saying about it Emotional Intelligence 2.0 succinctly explains how to deal with emotions creatively and employ our intelligence in a beneficial way THE DALAI LAMA A fast read with compelling anecdotes and good context in which to understand and improve NEWSWEEK Gives abundant practical findings and insights with emphasis on how to develop EQ STEPHEN R COVEY This book can drastically change the way you think about success read it twice PATRICK LENCIONI In today's fast paced world of competitive workplaces and turbulent economic conditions each of us is searching for effective tools that can help us to manage adapt and strike out ahead of the pack By now emotional intelligence EQ needs little introduction it's no secret that EQ is critical to your success But knowing what EQ is and knowing how to use it to improve your life are two very different things Emotional Intelligence 2.0 delivers a step by step program for increasing your EQ via four core EQ skills that enable you to achieve your fullest potential 1 Self Awareness 2 Self Management 3 Social Awareness 4 Relationship Management **Decisive** Chip Heath, Dan Heath, 2013-03-26 Chip and Dan Heath the bestselling authors of Switch and Made to Stick tackle one of the most critical topics in our work and personal lives how to make better decisions Research in psychology has revealed that our decisions are disrupted by an array of biases and irrationalities We're overconfident We seek out information that supports us and downplay information that doesn't We get distracted by short term emotions When it comes to making choices it seems our brains are flawed instruments Unfortunately merely being aware of these shortcomings doesn't fix the problem any more than knowing that we are nearsighted helps us to see The real question is How can we do better In Decisive the Heaths based on an exhaustive study of the decision making literature introduce a four step process designed to counteract these biases Written in an engaging and compulsively readable style Decisive takes readers on an unforgettable journey from a rock star's ingenious decision making trick to a CEO's disastrous acquisition to a single question that can often resolve thorny personal decisions Along the way we learn the answers to critical questions like these How can we stop the cycle of agonizing over our decisions How can we make group decisions without destructive politics And how can we ensure that we don't overlook precious opportunities to change our course

Decisive is the Heath brothers most powerful and important book yet offering fresh strategies and practical tools enabling us to make better choices Because the right decision at the right moment can make all the difference A Competitor's Heart: 369 Days of Development Jeffrey Swarr,2016-07-12 For numerous young athletes they are searching for a path to be pushed to become great Each competitor has the ability to be great and greatness is a daily practice A Competitor s Heart is developed through a consistent daily practice of development Each day s message is built to develop a person s heart to compete and become the best person possible Put A Competitor s Heart into your daily habit and routine and greatness will follow The Making of a Leader Erick Shogholo,2020-09-11 AFTER READING THIS BOOK You will be enlightened on the potential of what a person may become when human effort unites with divine power You will be empowered with tools to improve your daily living You will be empowered to appreciate and develop strategies that will enable you to solve difficult problems and enhance your usefulness You will be aware of the qualities necessary to become a successful student of leadership and in any other endeavour in your life You will be equipped to develop practical skills in dealing with people and communicating effectively You will gain skills in developing an inspiring vision You will be equipped with tools that will enhance your personal leadership the starting point for greatness You will be equipped with insight to cultivate a legacy
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