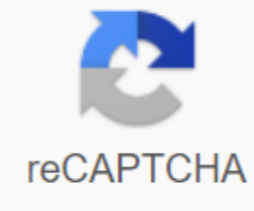




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## Turn the ship around summary pdf

Turn the ship around! tells the story of how Captain David Marche successfully transformed the USS Santa Fe in less than a year, from the worst submarine in his fleet to the best. It is a different approach to leadership, using the leader-leader model, rather than the leader-follower model. This approach can be applied to any organization to unlock the energy and potential of people at all levels. In this Switch ship around the resume, we summarize the leader-leader model. For full information, examples and tips, get a copy of the book, or get a detailed review with our full summary of the book. The book is written in chronological order, from how Marche shaped his leadership theories, to the way he introduced a new leadership model to turn the ship around. Prior to his successful transformation of Santa Fe, Marche struggled for years with the usual leadership model. In our full 13-page summary we outline Marke's leadership journey and ideas, including (i) limiting the hierarchical model from top to bottom, (ii) why/how he failed to empower his team early in his career, and (iii) how the circumstances for Santa Fe were ideal for him to experiment with a new leader-leader approach. For now, we'll go straight into a brief overview of the leader-leader approach. Most people unconsciously divide the world into leaders versus followers, and make assumptions about what each group can/cannot do. Such assumptions influence our thoughts and actions to influence the performance of individuals and organizations. It is not uncommon for enthusiastic employees to offer new ideas, only to be told that it won't work or it's not your job. People feel frustrated and end up trying or leaving the organization as a whole. Bosses also feel frustrated when their employees choose to do the minimum rather than innovate or take responsibility. The leader-leader model recognizes that everyone has the ability and potential to lead. It harnesses individual capacity at all levels, reduces dependence on one leader and provides sustainable performance. This model can be applied to any organization and leadership level- it allows senior managers to unlock the energy and potential of their people, and helps junior/middle leaders step up in a way that encourages their bosses to let go. REAPERION LEADER-LEADER MODEL To implement the leader-leader approach, you need 3 key components: control, competence and clarity. Decentralized control is at the heart of this model, but it can only work if it is supported by competence and clarity. Without these two pillars, decentralization of control will only lead to chaos. When all three components are due installed, they will strengthen each other in a positive spiral. CONTROLControl refers to the freedom and authority to make decisions about what and how you're going to work. The goal is to delegate control over decision-making as much as possible in the organization. In the book and the full summary of the book, you can learn various mechanisms on how to decentralize control, such as rewriting your control policy, changing your mindset using behavior, thinking aloud, using regular registrations to align and educate people etc. COMPETENTFor decentralized control at work, people at every level need to be technically competent to make the right decisions. If you give people extra responsibility without equipping them with the necessary knowledge and resources, everything will fall apart. The book covers various tools/methods that can be used to enhance technical competence at all levels, including: intentional activity, continuous learning, the use of certificates (instead of briefings), the definition of goals (not methods), etc. CLARITYFor people at all levels make effective decisions, they need to be fully aligned with the organization, and fully understand the organization's goals and decision-making criteria. In the book/full summary book, we cover a range of mechanisms for developing clarity, building trust, inspiring people and developing clear guidelines at all levels. Digest these powerful tips in a few minutes with our resume and infographics! GETTING STARTEDWithin a year of taking over command of Santa Fe, he turned the ship around with a marked improvement in performance, a huge leap in recruitment and retention and crew members were noticeably advancing in his career. To include the three sets of mechanisms you're in your organization: Explore your internal processes to identify key sources of excellence, such as specific customer interfaces. Find out the types of solutions that will affect your organization's ability to achieve excellence in these areas. Break down what is needed to help your employees make those decisions (e.g. technical knowledge, clarity of goals, decision-making authority and accountability) and do so. 5 minutes to read ☺ The true story of turning followers into leaders wouldn't it be great if everyone in the world had equal chances and opportunities? And wouldn't it be even better if there wasn't a rigid hierarchy, so you can be both a leader and a follower, depending on the situation? Of course it would. Except it's not. In fact, quite the opposite is true. Some of them tend to follow, and those who lead are almost always ruthless in their leadership. We've already learned a thing or two about leadership from some past greats like Lincoln and Washington. And we moved on to 21 Guide. But, turn the ship around a little different. It's even more democratic than leaders Need. Fast - learn how! Who should read Turn the Ship Around? And why? Most of the books you've read so far about leadership are written by leaders and about everyone. Their main goal is to teach you, an ordinary guy, how to become a leader not too different from the appropriate writer. Turn the ship around does not meet this standard. This is a book with a much narrower audience, written by a leader for leaders. And it depends a lot on military skills. Even so, its prospects are innovative. In short, a revolutionary book about leaders who want to break the paradigm of a follower leader by learning about the benefits of an unconventional source: the U.S. Navy. About L. David Marche David Marche is a former U.S. Navy captain and successful author of articles and books about leadership and leadership. A graduate of the 1981 U.S. Naval Academy, he commanded the nuclear submarine USS Santa Fe from 1999 to 2001, transforming his crew from worst to best, violating standard practice. He is the author of Forbes, and publishes a weekly YouTube motivational, leadership push. You can contact him on his website: . We were all there: You'd all have to go to work tomorrow! You know how we know it: Because at least 1 in 2 Americans don't like his or her work! Unsurprisingly, productivity is falling and unemployment is rising to unprecedented levels! According to Marche, there is a simple reason for this: we have lost step over time. And this is especially true for leaders and managers! You see, today's leaders are not much different from those who managed the construction of the pyramids or the industrial revolution. In fact, Pharaoh can do just as well as the CEO of a company today. The problem is that it's not good enough. What do we mean? Well, people like to follow. But, people follow other people only to a certain extent. When decision making is part of your job, you are less likely to be effective if you are led. You have to be the leader yourself. That's why Turn the ship around suggests that you think outside the box! Instead of a leader-follower approach, develop a leader-leader strategy. In short, the train of pioneers - not devotees. Because if there's one thing people like more than after are being followed. Everyone can be a leader in their own way. The author found out about it himself as captain of the USS Santa Fe. While he was commander, the submarine was awarded the most improved ship in the fleet, and the crew went from the worst to one of the best around. What is the best leadership approach? It all starts with an uncomfortable thing: to give away some of your power. And there are two important ways you can do this: your employees have a great responsibility and allows them to make their own decisions. This has made the crew members of the USS Santa Fe much more motivated and trustworthy. They didn't ask permission. But they didn't shy away from taking the blame either. They felt more free and accountable. For how many of your employees can you say that? Now delegation is not a magic stick. It won't cause one of your untrained employees to suddenly get better at what they do! So be careful with it. According to Marche, one thing that can help you is creating tradition and common purpose. That's why Disney is so great, really. And that's why Apple shares the motto think differently many times a year with its employees. There is no better way to inspire your subordinates than to make them an equal part of the same long history. So they will feel like part of the family. And you will lead - under the direction. Key lessons from The Ship Turn Around 1. The Philosophy of the Follower Leader is a thing of the past 2. The times when they change 3. The leader-leader's philosophy is that the future of David Marche, commander of the Santa Fe nuclear submarine, implemented during simple exercises, having one command point, not only limited to the effectiveness of submarine operations, it was absolutely dangerous. FORTUNE is the best as-to-guide anywhere for managers in delegation, training, and driving impeccable execution. USA Today One of the 12 best business books of all time Since turn the ship around! Published in 2013, hundreds of thousands of readers were inspired by the true story of former Navy Captain David Marche. Many have applied his ideas to their organizations, creating jobs where everyone takes responsibility for their actions, where followers grow up to become leaders, and where happy teams drive significantly better results. Order now! Copyright © 2020 Turn the Ship Around, LLC. 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