### L. DAVID MARQUET

CAPTAIN, U.S. NAVY (RETIRED)

FOREWORD BY STEPHEN R. COVEY

# Turn the Ship Around!

A TRUE STORY OF TURNING FOLLOWERS INTO LEADERS

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## **Turn The Ship Around A True Story Of Turning Followers Into Leaders**

**Daniel D. Terry** 

#### **Turn The Ship Around A True Story Of Turning Followers Into Leaders:**

Turn the Ship Around! L. David Marquet, 2013-05-16 One of the 12 best business books of all time Timeless principles of empowering leadership USA Today The best how to manual anywhere for managers on delegating training and driving flawless execution FORTUNE Marguet was a Naval Academy graduate and an experienced officer when selected for submarine command Trained to give orders in the traditional model of know all tell all leadership he faced a new wrinkle when he was shifted to the Santa Fe a nuclear powered submarine Facing the high stress environment of a sub where there s little margin for error he was determined to reverse the trends he found on the Santa Fe poor morale poor performance and the worst retention rate in the fleet Marquet ran into trouble when he unknowingly gave an impossible order and his crew tried to follow it anyway When he asked why the answer was Because you told me to Marguet realized that while he had been trained for a different submarine his crew had been trained to do what they were told a deadly combination That s when Marquet flipped the leadership model on its head and pushed for leadership at every level Turn the Ship Around reveals how the Santa Fe skyrocketed from worst to first in the fleet by challenging the U S Navy s traditional leader follower approach Struggling against his own instincts to take control he instead achieved the vastly more powerful model of giving control to his subordinates and creating leaders Whether you need a major change of course or just a tweak of the rudder you can apply Marquet s methods to turn your own ship around Leadership Is Language L. David Marguet, 2020-02-04 Wall Street Journal Bestseller From the acclaimed author of Turn the Ship Around former US Navy Captain David Marquet comes a radical new playbook for empowering your team to make better decisions and take greater ownership As a leader in today s networked information dense business climate you don't have full visibility into your organization or the ground reality of your operating environment In order to harness the eyes ears and minds of your people you need to foster a climate of collaborative experimentation that encourages people to speak up when they notice problems and work together to identify and test solutions In Leadership is Language you ll learn how choosing your words can dramatically improve decision making and execution on your team Marquet outlines six plays for all leaders anchored in how you use language Control the clock don t obey the clock Pre plan decision points and give your people the tools they need to hit pause on a plan of action if they notice something wrong Collaborate don t coerce As the leader you should be the last one to offer your opinion Rather than locking your team into binary responses Is this a good plan allow them to answer on a scale How confident are you about this plan Commit don t comply Rather than expect your team to comply with specific directions explain your overall goals and get their commitment to achieving it one piece at a time Complete not continue If every day feels like a repetition of the last you re doing something wrong Articulate concrete plans with a start and end date to align your team Improve don t prove Ask your people to improve on plans and processes rather than prove that they can meet fixed goals or deadlines You ll face fewer cut corners and better long term results Connect don t conform Flatten hierarchies in your organization and connect

with your people to encourage them to contribute to decision making In his last book Turn the Ship Around Marquet told the incredible story of abandoning command and control leadership on his submarine and empowering his crew to turn the worst performing submarine to the best performer in the fleet Now with Leadership is Language he gives businesspeople the tools they need to achieve such transformational leadership in their organizations **SUMMARY - Turn the Ship Around!: a** True Story of Turning Followers Into Leaders by L. David Marquet Shortcut Edition, 2020-12-11 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes As you read this summary you will discover a new vision of leadership based on equality You will also discover that vertical management demobilizes teams and prevents them from taking advantage of their skills excellence can only be achieved through autonomy a new conception of authority requires a change of model the leader must refrain from giving orders and pass a maximum of decisions through his subordinates staff can only make the right choices if they have the necessary knowledge and clear objectives redistributing power makes for a much more resilient motivated and efficient collective Hierarchical organization the dominant model in many companies and collective structures is in crisis today Unable to capitalize on the intelligence and creative potential of individuals it leads to a strong demobilization While in the army where it is particularly present everything rests on the authority of superiors other systems exist This is what the American commander David Marquet has successfully experimented with His ambition to redistribute power at all levels Ready to reinvent management Buy now the summary of this book for the modest price of a cup of coffee Turn The Ship Around! L. David Marquet, 2015-10-08 David Marguet is the kind of leader who comes around only once in a generation his ideas and lessons are invaluable Simon Sinek author of Start With Why Captain David Marguet was used to giving orders In the high stress environment of the USS Santa Fe a nuclear powered submarine it was crucial his men did their job well But the ship was dogged by poor morale poor performance and the worst retention in the fleet One day Marquet unknowingly gave an impossible order and his crew tried to follow it anyway He realized he was leading in a culture of followers so he upended the traditional leadership model and put control in the hands of his crew Before long his team became fully engaged and the Santa Fe skyrocketed from worst to first in the fleet No matter your business or position you can apply Marquet's approach to create a workplace where everyone takes responsibility for their actions people are healthier happier and everyone is a leader

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SUMMARY Edition Shortcut (author),1901 Summary of Turn the Ship Around - [Review Keypoints and Take-aways] PenZen Summaries, 2022-11-27 The summary of Turn the Ship Around A True Story of Turning Followers into Leaders presented here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The book Turn the Ship Around tells the story of how one United States Navy captain was able to transform a disgruntled submarine crew into a powerful and respected group of individuals But how exactly did he pull it off This narrative will demonstrate to you through a shift in the way we conceive of leadership that the capacity to lead exists within each and every one of us Turn the Ship Around summary includes the key points and important takeaways from the book Turn the Ship Around by L David Marquet Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this summary key points are rewritten and recreated and no part text is directly taken or copied from original book 4 If original author publisher wants us to remove this summary please contact us at support mocktime com Excellence: Leadership Lessons for Law Enforcement Daniel D. Terry, 2023-09-28 This book has been written specifically for the leadership and management needs of the law enforcement professional Most examples in this book are real life examples and will relate directly to law enforcement and therefore should be practical to the law enforcement professional This book will discuss many principles of leadership It will provide stories examples and experiences that offer lessons and takeaways linked directly to leadership principles It will also dive into management and law enforcement specific topics as to how you might drive performance maintain accountability or just do a more effective job as a supervisor The ideas and suggestions made in this book are founded on sound leadership behaviors. The content is practical and though the foundational leadership principles are nothing new they are presented differently and specifically to law enforcement Everything rises and falls on your ability to lead All the supervisors in your organization may be carrying out the same tasks as expected of your organization's management However whether they are successful or whether their work group is effective will depend on the type of leaders they are This book shows how a person can take action to eliminate or minimize leadership voids to enhance their ability to lead and develop high performing successful work groups The book has a useful appendix and references have been included for the reader to continue to grow and seek out materials that reinforce the principles presented Leader to Leader (LTL), Volume 78, Fall 2015 Bruce Rosenstein, 2015-10-05 Get insightful articles on leadership management and strategy written by today s leaders with this award winning journal Brought to you by the Frances Hesselbein Leadership Institute Leader to Leader brings together a peerless selection of world class executives best selling management authors top consultants and respected social thinkers Leader to Leader poses provocative questions that challenge your leadership assumptions and provides compelling evidence powerful enough to change your leadership thinking while offering thoughtful analysis of complex leadership issues The Project Book Colin D. Ellis, 2019-06-17 Winner AUSTRALIAN BUSINESS

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applying these strategies learning leaders will help their teams and themselves become more resilient and better equipped to handle any unexpected and challenging tasks that comes their way Clearly Agile Giles Lindsay, 2024-04-08 The future is CLEAR the future is AGILE Clearly Agile is more than just a book on business agility It's an essential guide for anyone aspiring to lead successfully in a fast changing business world Step into the future with confidence equipped with the knowledge and tools to master the art of business agility and lead your organization to sustained success In Clearly Agile Giles connects the dots of agility guiding readers from the importance of leadership and mindset to team and enterprise agility This book will leave you with actionable strategies to improve how your organization works no matter what the future brings Laura M Powers Chief Executive Chief Executive Officer Business Agility Institute Any leader who is hoping to evolve their organization in an agile enterprise will discover actionable and impactful insights in this book Scott Ambler Co creator of Disciplined Agile Giles is well known as an excellent executive and agile coach I am very pleased that he has shared his comprehensive knowledge in this excellent book It covers a wide spectrum of guidance on business agility and is definitely worth a read Mark Lines Co creator of Disciplined Agile Giles Lindsay CEO of Agile Delta Consulting is a seasoned technology and Agile leader and coach with 25 years of tech industry experience Known for his strategic acumen in aligning technology with business goals he has successfully scaled high performing teams in both startups and leading enterprises driving innovation and growth through his visionary approach and adept stakeholder management **Team** Declan Woods, 2026-01-08 In The Transformed Team leading team psychologist Dr Declan Woods provides forty dynamic practices to help any team work more effectively perform better and deliver the results their organisation expects Teams can often be complex messy and a bit slippery and getting the best out of them can feel like an uphill struggle It s a sad fact that most teams underperform and few ever realise their true potential. This uniquely practical self help book for teams will show you how to release their magic It demystifies the common place challenges that teams face in the workplace and by focussing on those things that make a real difference it takes all the guess work out of the drive for top performance Through an accessible range of tried and tested flexible practices you ll discover how to build and nurture a united cohesive team whilst getting to grips with those intangible elusive issues that can impact your team's effectiveness and undermine its productivity Whether you re leading a team or working in one that s in need of some extra help and direction this smart guidebook will provide you with a wealth of practices to adapt as part of your everyday routines and the power to transform your team from simply ticking over to being truly transformed Leading for Organisational Change Jennifer Emery, 2019-03-15 Harness the seven key elements of successful organisational change Leading for Organisational Change is an intelligent and practical guide to the human side of merger integration and other organisational change Building a clear sense of common purpose and then reinforcing it through storytelling can underpin the success of an integration or significant change programme Pulling together the best thinking from neuroscience psychology and business and her rich

personal experience in twenty years of leading change projects in professional services organisations and other people centred businesses author Jennifer Emery presents a framework for change rooted in seven key themes that help organisations establish their BECAUSE belonging evolution confidence agility understanding simplicity and energy Exploring the role each theme plays in the context of change this insightful and warm book shares real world examples and provides advice on building purpose and culture and strengthening motivation through listening empowering and collaborating Clear understanding of purpose powerful communication techniques and carefully planned implementation strategies assist in navigating an often stressful and uncertain period of change and can even enable organisations to thrive throughout this period This book encourages you to apply important lessons to your own context allowing you to Focus on the human cultural and practical elements of organisational change Apply central concepts of communication and motivation to a wide array of situations in your personal and business life Understand perspectives on change from a broad range of professional sectors Build and strengthen communication skills to promote a sense of shared purpose Leading for Organisational Change offers a warm and intelligent perspective on the personal and interpersonal factors that contribute to successful integration An invaluable resource for professional services and people focused organisations this book provides advice that can cross sectors and lend insight to any major change programme In the Moment Neil Mullarkey, 2023-06-03 SHORTLISTED Business Book Awards 2024 Business Self Development Category There are moments throughout our lives when our confidence and creativity can make all the difference Discover how to transform your career and grow your network by finding success In The Moment Every meeting presentation and conversation is an opportunity to embrace your confidence and show your creative flair With insights on collaboration risk taking and organization this book arms you with a complete repertoire of powerful communication tricks and strategies As both a communication expert and a renowned comedian Neil Mullarkey is uniquely qualified to demonstrate how you can develop your creativity communication and confidence in your professional life With incisive case studies and witty observations In the Moment is an engaging and illuminating guide to Business Models for Teams Tim Clark, Bruce Hazen, 2017-06-27 Are you frustrated by these common problems success Lack of a source of motivation common to millennials and boomers alike Teambuilding exercises that fail to produce lasting results Groups that isolate themselves in specialty silos Job description myopia or employee inability see the bigger picture Organization charts that fail to show how work gets done Business Models for Teams helps you solve these problems In fact it may be the last teamwork toolkit you will ever need Most leaders make the mistake of over relying on verbal and written communications But that approach is outmoded in today s systems driven world Using the same visual tools that made Business Model Generation and Business Model You so successful worldwide Business Models for Teams lets you visually depict how any team really works and how each person fits in The Business Models for Teams toolkit provides the missing half of teambuilding plus a research based engagement method that works for employees of all ages You will discover how to

fix job description myopia and how to accurately depict where work truly gets done in the white space of organization charts Business Models for Teams imparts must have operating acumen whether you work in business government or the not for Carry the Fire Kristopher Blume, 2025-02-27 Carry the Fire by Chief Kristopher Blume is a powerful leadership guide for the fire service focused on real world lessons in mentorship discipline motivation and evolving firehouse culture A must read for officers chiefs and anyone preparing to lead The Trusted Executive John Blakev, 2020-10-03 SHORTLISTED CMI Management Book of the Year 2017 Commuter's Read Category previous edition The Trusted Executive helps leaders deliver outstanding results create inspiring relationships and provide a positive contribution through the power of trustworthy leadership In the shifting world of business affected by trends involving robotics AI data privacy the metoo movement climate crisis employment rights and income inequality trust and truthfulness have become the agenda But how can business leaders and executives build trust in an untrusting world The Trusted Executive gives leaders the tools to build trust by focusing on ability integrity and benevolence Providing a range of tools exercises examples and case studies the fully updated edition will help readers Understand the primary role of trust as a leadership skill Build trust around themselves as a leader and develop role modelling behaviours Lead transformation change within their own organization Develop strategies to deal with unwanted violations of trust within their business **Improving Community Health and Safety Through Service Learning** Erin Staley, 2014-12-15 The service learning movement integrates community service with meaningful instruction and learning One of the most rewarding aspects of service learning is the good feeling participants get from giving back to their communities at large and a key way to give back is through improving community health and safety This book explains the core principles of service learning and how to translate these values into programs that focus on public health and safety Both domestic and international initiatives are discussed and simple steps are laid out to encourage readers to get involved both in their own backyards and across borders The Magic in the Space Between: How a unique mentoring programme is transforming women's leadership Hilary Wigston, Ian Wigston, 2021-06-14 Responding to a challenge posed by state and independent school leaders Ian Wigston put together a team of experienced leaders from business the public sector and the military to enable nearly a hundred women to explore their potential for school leadership The Magic in the Space Between explores how mentoring in tandem with a variety of innovative community projects undertaken by the women provided a platform for each of them to develop a range of skills which saw more than a quarter achieve promotion within two years As well as telling the stories of individual success frequently challenging their own assumptions the book includes contributions from former Schools Minister David Laws actor Juliet Stevenson and Commodore Mel Robinson one of the most senior women in the Navy The book concludes with proposals to address the continuing problem of building a pipeline of future women s leadership in education

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