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~~It's Your Ship: Book Review Captain Mike Abrashoff - It's Your Ship - interview - Goldstein on Gelt Dec. 2014~~ Naval management techniques that work for your /"crew /" | Michael Abrashoff Motivational Keynote Speaker MIKE ABRASHOFF: It ' s Your Ship [Leadership / Teamwork] Mike Abrashoff (second video-long) It's Your Ship - Soundview's Summary in Brief How to turn your ship around | Michael Abrashoff Its Your Ship Book Summary - Captain D. Michael Abrashoff - MattyGTV Achieving Breakthrough Performance -- Michael Abrashoff Michael Abrashoff - Former Navy Commander | Bestselling Author ~~Its Your Ship Management Techniques~~

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As commander of the highly acclaimed USS Benfold, Captain D. Michael Abrashoff irrefutably demonstrated how progressive management can succeed at sea; in It's Your Ship, he translates his methods into an approach that can also be applied by land-bound captains of commerce and industry.

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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.

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The “ It ’ s Your Ship: Management Techniques from the Best Damn Ship in the Navy, 10th Anniversary Edition ” is a great book on leadership with great stories and insights that are easy to relate to the corporate world. Description of It ’ s Your Ship by D. Michael Abrashoff PDF

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“ A Gallup study found that when people leave their companies, 65 percent of them are actually leaving their managers. ” D. Michael Abrashoff, It's Your Ship: Management Techniques from the Best Damn Ship in the Navy

~~It's Your Ship Quotes by D. Michael Abrashoff~~

It's Your Ship: Management Techniques from the Best Damn Ship in the Navy by Captain D. Michael Abrashoff Warner Business Books Hardcover, \$24.95. Chapter One: Take Command. MY FIRST INKLING OF THE SIZE OF THE JOB CAME AT 1:21 in the afternoon of June 20, 1997, after I formally assumed command of USS Benfold.

~~Book Excerpt: It's Your Ship—Business Know How~~

“ It ’ s your ship. ” Show me an organization in which employes take ownership, and I will show you one that beats its competitors. Many people consider going out on a limb a sure way to endanger your career, but this conventional wisdom is no way for an organization to

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stay alive and strong.

~~It 's Your Ship – Gary Tomlinson~~

Buy a cheap copy of It's Your Ship: Management Techniques... book by D. Michael Abrashoff. Other than the sobering fact that real lives are regularly at stake, running a navy ship is a lot like running a business: leaders of both must get the most out of... Free shipping over \$10.

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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 ...

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Read this million-copy bestseller for leadership insights about top-down change to improve productivity in your business starting with the most important person: You. 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

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waves through the U.S. Navy. It can help you change the course of your ship, no matter where your business battles are fought.

The former commander of the U.S.S. Benfold describes the management principles that he used to command one of the U.S. Navy's most modern warships and explains how these principles can be used in a business environment.

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

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“ 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 Since Turn the Ship Around! was published in 2013, hundreds of thousands of readers have been inspired by former Navy captain David Marquet ' s true story. Many have applied his insights to their own organizations, creating workplaces where everyone takes responsibility for his or her actions, where followers grow to become leaders, and where happier teams drive dramatically better results. Marquet 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. Almost immediately, 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. ” Marquet realized

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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. Before long, each member of Marquet ' s crew became a leader and assumed responsibility for everything he did, from clerical tasks to crucial combat decisions. The crew became completely engaged, contributing their full intellectual capacity every day. The Santa Fe set records for performance, morale, and retention. And over the next decade, a highly disproportionate number of the officers of the Santa Fe were selected to become submarine commanders. 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.

Essential hiring and team-building lessons from the #1 Podcaster in the world The Effective Hiring Manager offers an essential guide for managers, team leaders, and HR professionals in organizations large or small. The author ' s step-by-step approach makes the strategies easy to implement and help to ensure ongoing success. Hiring effectively is the single greatest long-term contribution to your organization. The only thing worse than having an open position is filling it with the wrong person. The Effective Hiring Manager offers a proven process for solving these problems and helping teams and organizations thrive. The fundamental principles of hiring and interviewing How to create criteria to hire by How to create excellent

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interview questions How to review resumes How to conduct phone screens How to structure an interview day How to conduct each interview How to capture interview results How to make an offer How to decline a candidate How to onboard candidates Written by Mark Horstman, co-founder of Manager Tools and an expert in training managers, *The Effective Hiring Manager* is an A to Z handbook to the successful hiring process. The book explores, in helpful detail, what it takes to hire the right person, for the right job, and the right team.

Full of empowering wisdom from one of Silicon Valley's first female African American CEOs, this inspiring leadership book offers a blueprint for how to achieve your personal and professional goals. Shellye Archambeau recounts how she overcame the challenges she faced as a young black woman, wife, and mother, managing her personal and professional responsibilities while climbing the ranks at IBM and subsequently in her roles as CEO. Through the busts and booms of Silicon Valley in the early 2000s, this bold and inspiring book details the risks she took and the strategies she engaged to steer her family, her career, and her company MetricStream toward success. Through her journey, Shellye discovered that ambition alone is not enough to achieve success. Here, she shares the practical strategies, tools, and approaches readers can employ right now, including concrete steps to most effectively: Dismantle impostor syndrome Capitalize on the power of planning Take risks Developing financial literacy Build your network Establish your reputation Take charge of your career Integrate work, marriage, parenthood, and self-care Each chapter lays out key takeaways and actions to increase the odds of achieving your personal and professional goals. With relatable personal stories that ground her advice in the real world and a foreword by

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leading venture capitalist and New York Times bestselling author Ben Horowitz, Unapologetically Ambitious invites readers to move beyond the solely supportive roles others expect them to fill, to learn how to carefully tread the thin line between assertive and aggressive, and to give themselves permission to strive for the top. Make no apologies for the height of your ambitions. Shellye Archambeau will show you how.

Alex Rogo is a harried plant manager working ever more desperately to try and improve performance. His factory is rapidly heading for disaster. So is his marriage. He has ninety days to save his plant - or it will be closed by corporate HQ, with hundreds of job losses. It takes a chance meeting with a colleague from student days - Jonah - to help him break out of conventional ways of thinking to see what needs to be done. Described by Fortune as a 'guru to industry' and by Businessweek as a 'genius', Eliyahu M. Goldratt was an internationally recognized leader in the development of new business management concepts and systems. This 20th anniversary edition includes a series of detailed case study interviews by David Whitford, Editor at Large, Fortune Small Business, which explore how organizations around the world have been transformed by Eli Goldratt's ideas. The story of Alex's fight to save his plant contains a serious message for all managers in industry and explains the ideas which underline the Theory of Constraints (TOC) developed by Eli Goldratt. Written in a fast-paced thriller style, The Goal is the gripping novel which is transforming management thinking throughout the Western world. It is a book to recommend to your friends in industry - even to your bosses - but not to your competitors!

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The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5

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Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. “ Some of the key concepts discerned in the study, ” comments Jim Collins, "fly in the face of our modern business culture and will, quite frankly, upset some people. ” Perhaps, but who can afford to ignore these findings?

Captain D. Michael Abrashoff, legendary commander of the USS Benfold, continues in the same vein of his bestselling book IT'S YOUR SHIP with the knowledge he's gained from his speaking to and advising some of the top business minds in the world. The story of Captain Abrashoff and his command of USS Benfold has become legendary inside and outside the Navy. By governing his ship with his unique management techniques, Abrashoff turned the Benfold 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, in his newest book IT'S OUR SHIP, in the same rugged, can-do voice, Abrashoff will focus on the leadership, motivational, and management insights and tips that he has learned from his last six years of addressing business and corporate audiences.

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Abrashoff's timely advice will be eminently prescriptive, and will feature anecdotes and insights from leaders of businesses large and small and from public and non-profit sectors.

Examines the reasons why companies lose their best employees, which range from poor management to toxic work environments, and offers advice on boosting employee confidence.

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