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The legendary tale of top-down change for  
anyone trying to navigate today's  
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Anniversary Edition ” an excellent book  
on leadership and living with others who  
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“ One complicating factor, which is going to take years to overcome, is that the Navy officer corps is composed overwhelmingly of white males, while the enlisted men and women include blacks, Latinos, Asian Americans, and other ...

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the best damn ship in the navy 10th  
anniversary edition Posted By Denise  
RobinsMedia Publishing

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

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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

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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.

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

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## Ship Management: Theory and Practice

unpacks the complexity of this crucial maritime activity by spelling out its key elements and the connections and linkages between them. Opening with an introduction and an overview of the special characteristics of ship management, the text then focuses on different strands of management. It offers dedicated chapters on strategic management, commercial management, operations management, technical management, human resource management and compliance management, weaving in numerous international examples throughout. The final chapter looks to the future, exploring the challenges facing ship management and the impact of digitalisation. Ship Management: Theory and Practice is a valuable resource for upper-level students of shipping management and maritime operations and can also serve as a one-stop

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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



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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 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

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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

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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

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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. 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.

This handbook provides a wide-ranging, coherent, and systematic analysis of maritime management, policy, and strategy development. It undertakes a comprehensive examination of the fields of management and policy-making in shipping by bringing together chapters on key topics of seminal scientific and practical importance. Within 21 original chapters, authoritative experts describe and analyze concepts at the cutting edge of

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knowledge in shipping. Themes include maritime management and policy, ship finance, port and maritime economics, and maritime logistics. A study examines the determinants of ship management fees. Aspects of corporate governance in the shipping industry are reviewed and there is a critical review of the ship investment literature. Other topics featured include the organization and management of tanker and dry bulk shipping companies, environmental management in shipping with reference to energy-efficient ship operation, a study of the BIMCO Shipping KPI standard, utilizing the Bunker Adjustment Factor as a strategic decision-making instrument, and slow steaming in the maritime industry. All chapters are written to provide implications for further advancement in professional practice and research. The Routledge Handbook of Maritime

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Management will be of great interest to relevant students, researchers, academics, and professionals alike. It provides abundant opportunities to guide further research in the areas covered but will also initiate and inspire effective maritime management.

The maritime sector is dynamic and volatile, creating the need for continuous monitoring of the latest developments and their effects on the organisation, management and strategies of shipping companies. This book analyses the business environment of these companies and the approaches they adopt in organising and managing their activities. Management of Shipping Companies aims to facilitate the learning and understanding of the fascinating world of shipping business. It examines the organisation and management of

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companies which manage ocean-going ships, emphasising the special characteristics of the industry and the framework created by these. This textbook offers a detailed account of the companies ' processes and functions, the structural and contextual dimensions of their organisation, as well as an analysis of human resources, safety management and the outsourcing of shipping operations. Written in an easily digestible and critical manner, it includes case studies and analysis of best practices implemented by companies worldwide. This unique and accessible book is an ideal text for students in maritime studies programs as well as readers interested in learning about maritime businesses ' organisation and management.

The commander of the USS Santa Fe provides leadership lessons from his

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Experiences in implementing an empowerment style of command, giving crew members more decision making authority and accountability, with a focus on accomplishments.

The third edition of this text has been rewritten to provide insight into the challenges facing the industry and its future prospects. In particular, it examines the shift towards third party ship managers in a practical and strategic way, and explains why this growth has come about.

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