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**Management
Techniques
from the
Best Damn
Ship in
the Navy**



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ANNIVERSARY
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IT'S YOUR SHIP

CAPTAIN D. MICHAEL ABRASHOFF

former commander, USS Benfold



Its Your Ship By Captain D Michael Abrashoff

Doug Lipp



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, 2008-04-07 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 *Summary of It's Your Ship* SellWave Audio, 2025-10-31 In It's Your Ship Captain D Michael Abrashoff recounts his remarkable transformation of the USS Benfold turning it from a moderately performing vessel into a model of efficiency morale and initiative When he assumed command Abrashoff realized that improving the ship's performance required first improving his own leadership By focusing on the people under his command he created a culture of responsibility engagement and empowerment that allowed every sailor to take ownership of the ship's success Central to Abrashoff's approach was seeing the ship through the eyes of the crew He actively solicited

suggestions cutting unnecessary tasks and streamlining operations to maximize efficiency This focus on removing meaningless work not only improved productivity but also fostered a sense of purpose among sailors who felt their contributions truly mattered Communication was another pillar of his leadership philosophy Abrashoff made himself highly accessible sharing plans updates and goals frequently earning the nickname Megaphone Mike from his crew His transparency built trust aligned the team and encouraged proactive problem solving He also emphasized disciplined purpose ensuring that every task had meaning and contributed to the ship s larger mission Listening aggressively was a hallmark of Abrashoff s leadership By paying attention to the aspirations and needs of his crew such as their educational goals he implemented programs like holding the SATs onboard even forty miles off the Iraqi coast This commitment to personal growth reinforced loyalty and engagement creating a motivated and innovative team Through these strategies Abrashoff achieved extraordinary results from significant cost savings to earning the highest gunnery scores in the Pacific Fleet It s Your Ship demonstrates that effective leadership is about empowering people communicating clearly and focusing on purpose lessons that can be applied far beyond the Navy to any organization seeking transformative results *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 *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 *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 the 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 *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

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 **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 *How to Boost Your Crew's Morale* D. Michael Abrashoff, 2010-02-01 Companies and ships have this in common Success depends heavily on crew morale the eagerness born of spirit zeal and zest You can't buy morale much less bribe or bully it into existence But you can sharply boost it at little or no cost by spicing serious work days with unserious good times These are difficult times in the business world No company or job is safe anymore And the fear of unemployment is real for many people In some respects high morale can be defined as having faith that your company's business prospects will mean that you continue to have a job However we must all strive for greater excellence in the

workplace even in tough times Every manager s worst nightmare is a workplace full of enemies angry bitter bored people who despise their bosses along with themselves The next worse nightmare is a workforce of robots who do their jobs as convicts do time with zero creativity enthusiasm or loyalty to the company and its goals In both cases leaders have themselves mainly to blame Along with myopic hiring they create and perpetuate dysfunctional companies by not seizing their power and duty to humanize the workplace lighten up the climate and help people actually enjoy their jobs

InfoWorld ,2003-03-24 InfoWorld is targeted to Senior IT professionals Content is segmented into Channels and Topic Centers InfoWorld also celebrates people companies and projects 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 *Repeat the Remarkable: How Strong Leaders Overcome Business Challenges to Take Their Performance to the Next Level* Perry Holley,2013-09-06 Learn how IBM has overcome its toughest challenges and how you can replicate iconic company s success Over the past 100 years the IBM Corporation has survived several recessions and innumerable twists and turns in the global technology market And even in an economy of global recession this icon continues to repeat remarkable performance after remarkable performance reinventing the

meaning of corporate sustainability employee loyalty and value added leadership and followed by memorable customer service Repeat the Remarkable reveals the leadership lessons of a top IBM leadership development trainer In it Holley gives you the tools to tap into your own personal success so you can lead your company to remarkable and repeatable performances Perry Holley is program director IBM Leadership Development *The Business Guide to Effective Compliance and Ethics* Andrew Hayward,Tony Osborn,2019-08-03 Across the world organizations continue to be damaged and brought down by systemic non compliance or the misdeeds of a few and newspapers abound with examples of corporate and NGO scandals and crimes This is despite the increasing ethical demands stakeholders are making of business the exposing power of social media the proliferating requirements of compliance laws and regulations and the burgeoning numbers of policies procedures and compliance officers that have been put in place in response So why isn t compliance working The Business Guide to Effective Compliance and Ethics examines how rules based tick box defensible compliance continues to fail and lays out a new approach for organizations seeking to flourish and succeed Written for any organization and businesses this book provides clear thorough and practical guidance for practitioners and decision makers It explains in layman s terms the skills tools and mindset needed to develop and deliver a best practice compliance and ethics programme one that meets the requirements made by law stakeholders and society and protects your organization from risk of fines penalties and reputational damage But this is also a book for all those interested in how to build employee engagement and motivation The Business Guide to Effective Compliance and Ethics demonstrates the value including competitive advantage career satisfaction employee and customer loyalty and brand enhancement that a truly effective compliance and ethics programme can bring when it works hand in hand with a values based culture of shared ownership **Listen Up!** Captain D. Michael Abrashoff,1900 This is the eBook version of the printed book If the print book includes a CD ROM this content is not included within the eBook version Mike Abrashoff learned about leadership as captain of the USS Benfold a guided missile destroyer that he and his crew transformed from a dysfunctional disgrace into the best damn ship in the U S Navy He told that story in a bestselling book It s Your Ship Now he s distilling the lessons of that experience plus what he s learned as a consultant and speaker into a series of brief practical guides to effective leadership This is one of them and it s **Disney U: How Disney University Develops the World's Most Engaged, Loyal, and Customer-Centric Employees DIGITAL AUDIO** Doug Lipp,2013-03-29 Leadership lessons from the iconic brand you can use to drive Disney style success In helping Walt Disney create The Happiest Place on Earth Van France and his team started a business revolution in 1955 that eventually became the Disney University the employee training and development program that powers one of the most famous brands on earth Disney U examines how Van France s timeless company values and leadership expertise have turned into a training and development dynasty the Disney U The book reveals the heart of the Disney Culture and describes the company s values and operational philosophies that support the world famous Disney brand Doug Lipp is an internationally

acclaimed expert on customer service leadership change management and global competitiveness specializing in the lessons he learned at the Disney U *Aesop & the CEO* David C. Noonan, 2005 David Noonan believes it's time for a return to the time tested maxims of yesteryear Inside he offers a fresh perspective on the universal truths embedded in Aesop's compact morality plays including Slow and steady wins the race The overeager make bad decisions It is wise to prepare today for the needs of tomorrow No good deed however small is ever wasted Using the experiences and writings of well known industry and government notables Aesop and the CEO illustrates powerful business insights lessons of both success and failure and draws a business moral from each The world of business has changed enormously since Aesop's time but people haven't As the corporate culture cries out for strong ethical leadership this book confirms that integrity reliability honesty and respect continue to be as essential to a business's long term survival as is the bottom line Book jacket *Changing a Troubled Ship's Course* Captain D. Michael, 1900 This is the eBook version of the printed book If the print book includes a CD ROM this content is not included within the eBook version Mike Abrashoff learned about leadership as captain of USS Benfold a guided missile destroyer that he and his crew transformed from a dysfunctional disgrace into the best damn ship in the U S Navy He told that story in a bestselling book It's Your Ship Now he's distilling the lessons of that experience plus what he's learned as a consultant and speaker into a series of brief practical guides to effective leadership This one focuses on turning around

Defence Management, 2004 **Re-Engage: How America's Best Places to Work Inspire Extra Effort in Extraordinary Times** Leigh Branham, Mark Hirschfeld, 2010-02-22 WHY SHOULD I WORRY ABOUT KEEPING WORKERS HAPPY IN A TIME OF RISING UNEMPLOYMENT Because you can't afford not to In an eye opening survey of 10 000 employers in 43 states the Best Places to Work are not only the most engaging work environments for employees they are also the most efficient productive and successful Even in the toughest economic times WHAT SEPARATES THE BEST FROM THE REST These companies understand and utilize the six universal drivers of employee engagement Caring Competent and Engaging Senior Leaders Effective Managers Who Keep Employees Aligned and Engaged Effective Teamwork at All Levels Job Enrichment and Professional Growth Valuing Employee Contributions Concern for Employee Well Being HOW CAN I GET THE BEST FROM MY EMPLOYEES MY COMPANY AND MYSELF Simple Re-engage them Praise for Re-Engage Authors Leigh Branham SPHR and Mark Hirschfeld delve into how the best places to work keep employees at all levels engaged and productive and offer lessons on how to revitalize your own employees engagement SHRM HR Magazine

Its Your Ship By Captain D Michael Abrashoff: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have enthralled audiences this year. Its Your Ship By Captain D Michael Abrashoff : Colleen Hoover "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Its Your Ship By Captain D Michael Abrashoff : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Its Your Ship By Captain D Michael Abrashoff : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and gripping novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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