

Symphony

leadership and teamwork development



Information Pack

Believing You Can Win
High Performance Team Behaviour for Superyachts

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Leadership and Team Development for Superyachts

Symphony is a leadership and team development company that combines leading business school theory, with current sports psychology - to provide a pragmatic set of tools from which to improve your team. In conjunction with **wilsonhalligan, it has created a 2 day team development workshop specifically designed for superyacht crews.**

Large yachts are staffed by professionals who have spent many years building up expertise and qualifications in their respective fields. They do not work in isolation but as part of a crew, which outside of the marine industry would be referred to as a team.

Improving the team work onboard your yacht would deliver:

- The highest level of customer service
- Improved safety
- Reduced levels of interpersonal conflict
- Improved job satisfaction
- Reduced crew turnover

In business and sport the ability of teams to function effectively is considered of such importance that a multi-million dollar team building industry exists to pass on the lessons of successful team behaviour. For a variety of reasons these lessons do not seem to have been widely examined by superyacht crews.

But a crew does not necessarily make a team and whatever your success, all crews would benefit from a basic understanding of the building blocks that go into maintaining a successful team.

Great teams increase outputs, increase co-operation and increase job satisfaction. Science aside, intuitively, we all know that the underlying proposition is correct. Cohesive teams are more productive than uncohesive teams.



Pre Workshop: Online Profiling of Team

Prior to working with your team, individual members will be asked to complete an online questionnaire.

Two alternative Options:

Team 360 – 30 questions which get to the heart of what makes your team tick. Team is assessed in the following competencies:

- Structure
- Information Flow
- Creativity and Innovation
- Ability to Debate Issues
- Constructive Release of Emotion
- Interpersonal Support and Cohesion
- Overall Effectiveness

Team members get the opportunity to provide anonymous observations on the following questions:

- What actions would make your team work more effectively?
- What actions tend to inhibit the effectiveness of the team?

Time to complete online 20 minutes.

WIS – Goals that motivate you at work – 60 questions that examine an individual's motivation to work. Assessing the need for:

- Money
- Structured Environment
- Close Working Relationships
- Recognition of Colleagues
- Power and Influence
- Autonomy and Ability to Develop

Time to complete online 40 minutes

What's next?

Having asked your team for its opinions, you will doubtless be set some challenges meeting their expectations. Everybody must be prepared to change a little - from Captain to Interior crew. Our workshops are designed to make sure that change is aligned and capable of bringing an outcome that is positive.

Once the online team profiles have been analysed, we travel to your location and conduct a team development workshop with your crew.

Day 1: Believe You Can Win - Workshop

Understanding Each Other: Colour Personality Types

Delegates identify four different personality types and decide which is the most applicable to each other.

They examine the implications for communicating with each other and learn how their own preferred style of communication can have a positive and negative effect on fellow team members.

Time 2 hours

Some Basic Team and Leadership Theory

- What are the basic principles behind most successful teams?
- How are teams judged to be successful?

Delegates discuss the above and then go on to decide:

- How is this team judged to be successful?

Time 1 hour

Understanding the Team: Team 360

Delegates review the results of the online Team 360. Their assessment of what it is like to be in *their* team.

- Understanding the Competency Sets
- How successful are they in achieving the competencies?
- How do they compare against other teams?
- What actions make the team work more effectively?
- What actions tend to inhibit the effectiveness of the team?

Session ends with a discussion and action planning on two issues:

- How do we continue to be successful?
- How can we improve team effectiveness?

Time 4 hours

Day 2: Believe You Can Win - Workshop

Believe You Can Win: team development lessons from the worlds toughest yacht race. Multi-media presentation designed to inspire delegates. Examines team development techniques used onboard *BP Explorer* during the 2004/05 Global Challenge Yacht Race.

Particularly reinforces:

- the need for open, honest, regular communication
- the constant need for team reviews
- that motivated people are capable of extra ordinary things

Time 2 hours

7 Essential Components of High Performing Teams

Examination and discussion of the following behaviours:

- ✓ easily understood mission statement
- ✓ a set of agreed team behaviours
- ✓ working to a clear plan
- ✓ roles and boundaries understood by all
- ✓ clear, effective, communication
- ✓ high morale
- ✓ respected leadership

Delegates then create a mission statement and set of agreed team behaviours for the team.

Time 3 hours

How are things going to be different?

Facilitated discussion on what team members have learnt from the workshop. Including the following open commitments:

- My individual commitment to behavioural change is...
- The team's commitment to behavioural change is...

Time 2 hours

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Symphony combines business school thinking with sports psychology to create a pragmatic set of tools to refine your team. Where possible we reinforce workshop learning with practical experiences.

We have four core products that can be used individually, or combined to form a powerful team development experience.

Online Team 360 Profiling. Developed by London Business School, our profiles get to the heart of what makes your team tick. They provide a foundation from which to conduct a **Team Development Workshop**. Straight talking, pragmatic, lessons from business and sport. Allow insight and understanding into your team challenges and provide a road-map to high performance team behaviour. A component of the workshop can be a **Conference Speech / Motivational Presentation**. Designed to inspire your team. We share the lessons of team development learnt during the 2004/05 Global Challenge Yacht Race – known as the world's toughest yacht race. The team can also demonstrate high performance team behaviour during an offsite **Teambuild Away Day**. Great fun, demanding and thought provoking – issues of leadership, teamwork and communication rapidly emerge.

Background

The consultancy was born out of the lessons of the 2004 / 05 Global Challenge Yacht Race. This race is a truly unique event: 12 yachts, with 17 amateurs and one professional skipper compete to be the first to sail around the world against the prevailing winds and currents. There is nothing that the sponsor can place onboard to make the boats go faster - this 9 month experience is a fascinating test of leadership and teamwork. Two separate business management texts have been written on the lessons of this race.

Taking a prolonged sabbatical from business, David Melville, lead the team of *BP Explorer* to third place in the event. On completion he combined his experience of leading teams in business and extreme ocean racing events within the leadership and team development consultancy Symphony.

