

LEADERSHIP LESSON - OCEAN RACE SKIPPER

CLEAR **ALLOCATION OF ROLES**, GOOD **COMMUNICATION** AND **MUTUAL TRUST**

Embarking on the challenging journey of ocean racing imparts valuable leadership lessons that transcend the sea. Ocean race skippers emphasise the critical responsibility of defining roles for team efficiency, trusting, and empowering individuals, and fostering collaborative communication for effective risk mitigation. Success hinges on resilience, persistence, and collective effort, all guided by strategic planning focused on team-centric success.

1. **Effective Role Dynamics for Team Efficiency**



Recognising and clearly defining roles within a team is crucial for achieving optimal efficiency. By delineating responsibilities, team members can work cohesively without duplication of efforts. This ensures that each individual contributes to the collective success of the team, promoting a streamlined and effective workflow.

4. **Resilience, Persistence, and Collective Effort**



Ocean race skippers emphasise the need for resilience and persistence as essential qualities for success. Facing the unpredictable nature of the sea requires a team to persevere, dig deep, and push hard collectively. Recognising that success is a result of the combined efforts of the entire team reinforces the importance of a unified and determined approach to overcoming obstacles.

2. **Empowered Teams through Trust and Motivation**



Ocean race skippers emphasise the importance of empowering teams by instilling trust in assigned roles. Micromanagement can lead to a dip in motivation, hindering overall performance. By trusting team members to excel in their designated responsibilities, leaders foster a sense of autonomy and motivation, contributing to a positive and productive team dynamic.

5. **Strategic Planning and Team Success**



Beyond the thrill of the race itself, the success of ocean racing is deeply rooted in strategic planning. Racing skippers understand that much of the race is won or lost before the boat leaves the harbor. This involves meticulous planning, research, and preparation. Success is not an individual endeavor; it is a team-centric achievement. The selection of equipment, crew training, understanding weather conditions, and thorough preparation are key components that contribute to the overall success of the team in the race.

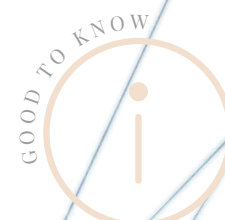
3. **Collaborative Communication for Risk Mitigation**



In the dynamic and challenging environment of ocean racing, hierarchical barriers are set aside when it comes to sharing critical information. Leaders understand that equal responsibility in communication is essential for mitigating risks effectively. Open and collaborative communication ensures that the entire team is well-informed, contributing to a proactive approach in handling challenges and uncertainties.

FACTS

The Ocean Race, a six-month yacht race around the world, is recognised as the ultimate team challenge in sailing, taking place every three or four years since 1973. The recently concluded 2023 edition included a historic 12.750-nautical-mile leg to Itajaí, Brazil – the longest in the event's 50-year history.



"I'M SO HAPPY
TO NOT BE ALONE. THIS
WOULD BE A HORROR
SHOW ALONE."

*Boris Herrmann
Skipper Team Malizia,
The Ocean Race 2023*



TOXIC LEADERSHIP - MICROMANAGEMENT

HELL FOR THE INDEPENDENTLY ACTING - A MICROMANAGER AS BOSS

Micromanagement, characterised by excessive control and attention to detail, poses significant risks to the overall health and productivity of an organisation. By understanding these dangers, organisations can identify and curb micromanagement tendencies and promote a more efficient and productive working environment.

1. What is Micromanagement?



„Micromanagement“ is a management style in which the manager intervenes excessively in the tasks of employees. This reduces the motivation and satisfaction of employees and creates mistrust between superiors and employees. Micromanagement often prevents employees from realising their creative potential as they feel less autonomy. Micromanagement can take several forms, for example, as a constant supervisor, control freak or the insecure boss.

4. Are you a Micromanager?



If you realise that you are becoming a micro manager, it is important that you start to build trust within your team. Surround yourself with people you can rely on so you don't feel like you have to do everything yourself. Perfectionism is one of the reasons why many people micromanage. Try to let go of perfectionism and understand that there are other ways to get there. By communicating clear expectations to your team, you prevent the need to intervene. It's important that you learn to delegate so as not to hinder productivity and collaboration in your team.

2. Consequences of Micromanagement



Micromanagement can cause significant stress and even burnout among employees, as they feel they are under constant scrutiny. It also costs managers and team members a considerable amount of time to micromanage, which significantly reduces organisational efficiency. It also limits professional development, as skills and freedom of choice are not utilised. Micromanagement creates an atmosphere of lack of trust due to constant monitoring, which has a negative impact on work atmosphere, motivation and overall success.

5. How do you behave when you have a Micromanager?



1. Communicate: Seek a dialogue with your supervisor. Clarify expectations and ask for clear instructions.
2. Show independence: Show that you are capable of completing the work. Give your supervisor regular updates to build trust.
3. Seek feedback: Ask for feedback to make sure you are on the right track.
4. Set boundaries: Explain to your supervisor that constant intervention hinders your efficiency and establish what is an appropriate level of interference.

3. Signs of a Micromanager



There are several signs of a micromanager: They insist on being put on CC for everything, constantly ask for updates and focus on unimportant details that affect team performance. They also strictly monitor others' work, emphasise the process more than the result and take on tasks that are assigned to others, which reduces trust and efficiency in the team and puts a strain on the working atmosphere.



FACTS

Many tech start-ups are actively combating micromanagement by introducing flat organisational structures and emphasising autonomy.

Younger generations, especially millennials and Gen Z, are less tolerant of micromanagement.

„MICROMANAGING YOUR TEAM MEANS YOU DON'T TRUST THEM. IF YOU DON'T TRUST THEM, WHY DID YOU HIRE THEM? HIRE GREAT PEOPLE, TRUST THEM TO DO THEIR JOBS, AND GREAT THINGS WILL HAPPEN.“

Sam Szuchan



CAREER TIP - NETWORKING

DON'T UNDERESTIMATE THE BENEFIT OF BUILDING AND MAINTAINING A SOLID NETWORK

Networking, a strategic process for cultivating relationships within professional circles and organisations, is of paramount importance for individuals in various industries. It includes both online and offline interactions, such as regular lunches and coffee corner conversations among colleagues, and provides a platform for the exchange of information, advice and support. Especially in an internal company context, networking promotes collaboration, strengthens the professional network and creates opportunities for the exchange of ideas and experiences. The importance of networking lies in its ability to uncover both external and internal opportunities that are not readily accessible through traditional channels. It allows individuals to identify job openings, collaborations and business ventures while gaining access to valuable industry and organisational insights. In addition, networking promotes continuous learning and professional development.

1. Build a Strong Online Presence



In the digital age, a strong online presence is crucial for networking. It allows you to showcase your skills, experience and professional interests to a global audience. You can practice this by creating and optimising your LinkedIn profile. Share industry-related content, connect with professionals and participate in relevant discussions. Finally, you can create and maintain a professional website or portfolio to showcase your work.

3. Cultivate Strong Communication Skills



Effective communication is essential for successful networking. If you can clearly articulate your ideas and listen actively, you strengthen professional relationships. Participating in public speaking events and workshops on communication skills can help you improve these skills. Practice in front of a mirror or with friends to refine your clarity and precision. Remember, small talk is like warming up before a marathon—it might be annoying, but without it, the start would be much bumpier!

2. Participate in Networking Events



Personal contacts are invaluable for building relationships. Networking events provide a platform to meet industry experts, potential mentors and collaborators. Attending conferences and seminars not only helps you develop your skills but also serves as a networking opportunity. Practice your elevator pitch and conversational skills whenever possible. Develop your small talk abilities by engaging with a variety of people. Joining professional associations related to your field can also expand your networking potential.

4. Seeking and Offering Value



Networking is a two-way street. By offering support and value to others in your network, you strengthen relationships and build trust. This is especially important in internal networking, where a strong network within your organisation helps you gain support for your ideas and implement them effectively. Consider your strengths and how they can benefit others, and actively offer help—whether through knowledge sharing, connecting people, or supporting projects. An internal network works best when you genuinely care about others and their success, as this not only strengthens relationships but also builds the trust you can rely on later.

5. Follow up and Stay in Touch



Building a network is an ongoing process. Following up and maintaining regular contact is crucial for nurturing relationships in the long term. Especially in internal networks, regular communication ensures that colleagues remember you and your ideas, making them more likely to support you when needed. Develop a system to track your connections and follow-ups, using tools like CRM software or simple spreadsheets. Set reminders to reach out to your network regularly. Make your follow-ups personal to show genuine interest—this strengthens relationships and ensures your network remains active when you need it.



FACTS

The amount of data generated worldwide is increasing exponentially. According to some estimates, around 2.5 quintillion bytes of data are generated every day.

„YOUR NETWORK
IS YOUR NET
WORTH“

Porter Gale

