

Turn the Ship Around - L. David Marquet

Reviewed by Marceline Lindsay

Book summary

An amazing book exploring Captain Marquet's journey transforming an underperforming submarine crew into a top performing submarine crew in about 18 months. Once he established that he had a crew of followers he knew something had to be done. He set about changing the culture on the USS Santa Fe, a nuclear-powered submarine from leader-follower to leader-leader. This approach to empowering others to be leaders was built on three pillars – 1) Control, 2) Competency and 3) Clarity.

Who is the book for?

Leaders, managers, followers who want to be leaders, coaches, mentors, those interested in change management.

What did I like about the book?

I love Captain Marquet's honesty about mistakes he made and what he learnt. In Chapter 17 he provides some golden nuggets on a collaborative approach to defining training needs. His breakdown of the leader-leader model is crystal clear and inspiring in Chapter 27. Awesome!

How have I used my learning?

At the end of each chapter there are questions to encourage the reader to reflect and think of how they can implement what they have learnt. Such a powerful way of making the reader aware of their own shortcomings, explore their reality and look at options to start to make the changes needed.

I've used the answers to my questions in my role as a Change Manager to improve my leadership skills.

How will I use this learning to grow my business / organisation / team further?

I intend to use his approach to training needs and competence in my organisation to help strengthen the value of training to the individual, the team and organisation.

Final thoughts ...

It is an easy to read book despite the military setting and I would highly recommend it.