

Sailing for Success[®]

I. Overview: *Sailing for Success*[®] is an innovative program for professionals that improves effectiveness and collaboration. Small groups spend a weekend on a sailing yacht with Mac Bogert, an experienced charter captain and a professional trainer, facilitator and executive coach. Participants work together as equals to navigate, trim the sails, anchor, prepare meals, and experience the Chesapeake Bay. An up-front assessment (including interviews, a multi-source feedback instrument, or other appropriate methods) ensures alignment about issues and desired outcomes. On the yacht, the group is isolated. Without distractions, (including cell phones), their discussions about issues are candid and productive. From their shared experience, the participants not only have alignment on solutions, but they have a more powerful and productive relationship.

“Power in organizations is the capacity generated by relationships.”

Margaret Wheatley, *Leadership and the New Science*

II. Participants: Three-six professionals from a single organization who share:
Frequent contact, i.e., are members of the same division/office or are longitudinally parallel (e.g., all middle managers)

Issues such as impending change, miscommunication, ongoing conflicts, lack of trust, performance, competition to the detriment of the larger organization

A desire for change and improvement and a commitment to a better working relationship

III. Structure: 48 hours on a sailing yacht. The crew is responsible for meals, housekeeping, navigating, sailing, anchoring and safety. All share tasks equally. The “captain” is selected on a rotating basis, under the guidance of the facilitator.

In addition to the business of sailing, each day will include several 1-to-2 hour sessions that will encompass:

Assessments/diagnostics such as the *MBTI*, *the Solution Preference Inventory*, *Communication Style: My Impact on Others*, etc.

Guided dialogue re. real-world issues from the workplace

Exercises in consensus building, conflict management, effective communication, and feedback.

- IV. Ground Rules:**
1. On-board discussions are confidential.
 2. Final say in any sailing/safety decisions lies with the facilitator.
 3. Except for brief periods each day, there will be no cell phone/Blackberry/Internet use unless for safety reasons.
 4. The agenda may be modified if all participants and the facilitator agree to the change.

V. About the Facilitator: Mac Bogert founded Allen Zabriskie Associates (www.azalearning.com) in 1994, after decades of teaching and staff development work. He has worked with supervisors as an executive coach, provided training support for thousands of managers and employees, and designed unique learning programs for clients across the country. He also serves as a community mediator and has designed and published assessments in communication, leadership, and conflict management.

Your continued commitment to working with us in making this year's Management Development Program the best ever as well as your willingness to share your experience and expertise is very much appreciated. It is a pleasure to work with a true professional. Thank you.

*Sally D. Richmond
Senior Staff Development Specialist
MITRE Institute*

Mac Bogert and his company, Allen Zabriskie Associates, have provided exemplary training, facilitation, and coaching support throughout all levels of our organization—over four hundred managers and staff. Mac has provided training in dispute resolution, negotiating skills, change management, team building, and stress management. Mac has designed and facilitated highly effective management retreats dealing with transitions in our work place, action planning, and alignment issues. His approach is consistently insightful, creative, customized, and highly professional.

*Jeanne Van Vlandren
Director of Regulatory Information Services
U. S. Department of Education*

VI. About Annapolis Bay Charters: With over twenty-five years of experience; a friendly, professional staff; and the Bay's most diverse fleet of sailing yachts, ABC is the premier sailing charter company in Annapolis. Offering day charters, overnight charters, long-term charters, captained excursions, corporate and large-group outings, with or without provisioning, ABC provides an exceptional experience in one of the most famous sailing towns in the country. Port Annapolis Marina is just minutes from Eastport and downtown, where dozens of restaurants await. Take a water taxi into town and see the harbor. Destinations? With over 5,000 miles of shoreline available, you have access to sheltered coves populated only by osprey and bald eagles, quaint towns like Galesville and St. Michaels, and Baltimore's inner harbor, all within a day's sail. Don't forget a camera (with lots of memory).

VII. FAQ:

How big is our yacht?

Annapolis Bay Charters hosts a large and diverse fleet. Participants will be given a choice of vessels within a range to ensure comfort, individual berths, and safety.

What about motion sickness?

There are many excellent preventatives for motion sickness, some taken internally as well as patches and pressure point applications. Annapolis Bay Charters serves thousands of customers every year, many of whom take a preventative for motion sickness and find the Bay a wonderful experience to repeat again and again.

What if I have dietary restrictions?

The participants plan and shop for the menu, so you will have input regarding any restrictions and preferences.

What if I have a family emergency with my cell phone turned off?

The yacht is equipped with a cell phone as well as a VHF radio. You will be given Annapolis Bay Charter's phone number to share. ABC owns a chase boat which can have you ashore in less than an hour if you need to head for home. In addition, the yacht will never be far from a marina for emergency pick-up.

What should I bring?

All yachts come with linens, towels, paper products and a well-equipped galley. We will provide you with a suggested packing list. You can also contact your facilitator or the ABC staff with any questions.

What if I can't swim?

It is not unusual for charter customers to be non-swimmers. All the vessels in the fleet come with full safety gear, including Personal Flotation Devices (life jackets). The yachts' decks are all enclosed with sturdy lifelines.

VII. Sample Agenda:

Day One

Noon Share introductions and goals; board, stow gear, introductory session re. provisioning, the vessel, sailing, and safety.

1:00 Shop for supplies

2:00-5:00 Sail to first destination (dependent on wind and weather), anchor vessel

5:00-6:30 Evaluate results of individual assessments (taken prior to arrival)

6:30-8:00 Dinner, clean-up, free time

8:00-9:00 Brainstorming: organizational issues and improvement

9:00-10:00 Free time

10:00 Lights Out

Day Two

6:00-7:30 Breakfast, clean up, prepare yacht

7:30-9:30 Issues, consensus building exercise, effective communication exercise

9:30-12:30 Sailing, including instruction

12:30-2:00 Lunch, swimming, free time

2:00-5:00 Sailing, anchoring

5:00-6:30 Feedback: application and practice

6:30-8:00 Dinner, clean-up, free time

8:00-9:00 Appreciative Inquiry (exercise)

9:00-10:00 Free time

10:00-11:00 Group networking time

Day Three

7:00-8:00 Breakfast, clean up, prepare yacht

8:00-10:00 Wrap up, next steps, commitments, and appreciations

10:00-12:00 Return to Port Annapolis Marina

Noon Depart for home