

# EXECUTIVE TEAM BUILDING ON A SAILING YACHT

Corporate success is built on good customer and staff relations. We know that customer loyalty is directly related to how clients are treated, and that corporate efficiency depends on effective interpersonal relations and communications.

Executive training and corporate team building have become indispensable to success in today's business world. The ocean sailing yacht provides a splendid setting for these activities.

## THE SAILING ADVANTAGE

The yacht is the setting for leadership, decision-making and teamwork in which developments will take place with the help of an experienced facilitator. Guidelines on personality types, groups and development will be distributed at the beginning of the program.

“The best days of our lives were when we were young and at sea”

Joseph Conrad

## SINGAPORE WATERS

Singapore is one of the largest natural harbours in the world, sheltered from rough seas by the surrounding archipelago. A location at one degree north of the equator also ensures near perfect, year round sailing temperatures, as well as the absence of severe tropical storms.

## THE VESSELS

Either a luxurious 95' trimaran, or 45' catamarans, or an easily handled and sea kindly ketch with two masts and four sails, making it an excellent training vessel. This classic vessel is constructed in modern fibre-glass and finished with Burma teak.

## YOUR CAPTAIN-FACILITATOR

Originally trained in engineering, later studied humanities at Oxford University and now holds a research degree in philosophy. Among other subjects, he has taught social psychology and philosophy as well as having led numerous personal development groups in Europe and Asia.

Over twenty five years sailing experience in marine engineering, cruising, yacht delivery and as a chief sailing instructor, including hundreds of charters and many offshore passages.

## THREE FACTORS FOR IMPROVING TEAM EFFECTIVENESS

1. Strong relationships
2. Good communications
3. Working together towards common objectives

- The close proximity of a sailing yacht brings people together in a way which requires them to understand, trust and respect each other. Each must play his part and each depends on the others to achieve the task in hand.
- The clearly identifiable task of sailing the vessel focuses the minds of the team on the shared objective. Clear and straightforward communication is practised by team members involved in practical, real-time problem-solving.
- The executive edge comes from the sheer exhilaration of the activity, gliding through wind and water. Enjoyment enhances learning. Creativity and innovation flow from engagement in the changing natural environment.
- The sea is a different and demanding environment which evokes new and unsuspected responses. It can be a venue for self-discovery, understanding others, or for trying out and developing new behaviours, attitudes or ways of relating to people. Broad horizons open new vistas of thought.
- Reality is the best motivator. Team building is most effective when it takes place in the real world where consequences of actions become immediately apparent. The yacht is your company, where interpersonal strategies can be tried and tested.
- Sailing can be physically rigorous but is not a test of physique. The intellectual, emotional and social skills of leadership and cooperation are more likely to be tested. Yacht sailing is thereby exclusive but not of age, gender or physical fitness.

## PROGRAM OUTCOMES

One of the most interesting and exciting aspects of the modern economy is that personal and business interests often coincide. Executive team building on a yacht brings together many of these objectives.

“General welfare depends on allowing the individual to promote his own interest freely ... in this way ... he frequently promotes ... the interest ... of society more effectually...”

Adam Smith

- Enhanced leadership skills
- Improved decision making under challenging conditions
- Better and more direct communication skills

- Deeper understanding of one's own strengths and limitations
- More open, honest and direct relations with team members
- Improved negotiation skills
- The practice of stress management and control
- Increased personal effectiveness within a team
- Greater accommodation and utilisation of different personalities
- Increased confidence in handling the unexpected
- Strengthening of personal resolve
- Greater problem-solving skills and creativity
- Improved appreciation of team development and motivation
- Enhanced awareness of different leadership styles
- More effective group organisational skills

## PERSONALITY TYPES

People have complex personalities with many facets and characteristics. Group interaction increases this complexity tremendously. Human beings, however, have natural abilities to deal with social complexity, especially when enhanced by ideas and exercised in appropriate settings.

## ORGANISATIONAL BEHAVIOUR

London Business School

Efforts at building cohesive teams can bear real fruit in organisations. Research has demonstrated that members of cohesive teams experience fewer work related anxieties, are better adjusted in their organisations, and report higher levels of job satisfaction and lower rates of stress, absenteeism and labour turnover than other employees. And often—although by no means always, because very tight groups sometimes set their own agendas that differ from their organisations' — teams that are cohesive are more productive than less cohesive teams.