



LEADERSHIP PROGRAMME



INSIGNIA CREW



www.insigniacrew.com

LEADER

INTRODUCTION

At an STCW convention in 2010 it was rightly recognised that amendments to the STCW Convention and Code 1978, should introduce new requirements for leadership and management training – HELM.

Although the mandatory HELM course(s) undoubtedly offer instruction and understanding, we launched our Leadership Programme due to receiving consistent feedback from senior crew members wishing to develop their Leadership skills by partaking in a programme which exceeds what the latter sometimes lacks.

A programme which:

- Is delivered by trained, experienced and award-winning Consultants all of whom have held accountable pressurised operational leadership roles (UK Special Forces, the Royal Navy and Royal Marines), in challenging situations within varying environments worldwide
- Is led by Consultants who understand and appreciate the value of a positive work culture, attitude and mindset which produces enduring results
- Has substance – it has a sound, current, thoughtful and backed up academic base. Our Consultants are actively involved in PhD and Professional Doctorate research - they are at the forefront of the course development
- Empowers people to assess their work alongside all other aspects of their life. The 21st century workplace is about collaboration, trust and democracy and no longer about command and control management techniques
- Offers the learner to create a leadership environment which embraces collaboration resulting in elite performance
- Is accredited - by Globe Education company, Pearson
- Is delivered with passion and belief, it is impactful and inspiring
- Does not waste your time or money – our programme is consolidated – gone are the never-ending coffee breaks!

Mandatory courses can sometimes be delivered as a 'box ticking' exercise. Our programme is for crew who are proactively seeking tuition to **help them enhance their skills, to be an outstanding performer, who want to go above and beyond and who value the importance good leadership brings to operating a yacht successfully.**

THE PROGRAMME

'SIMPLEXITY' – the art of creating a leadership environment in which elite performance reveals itself.

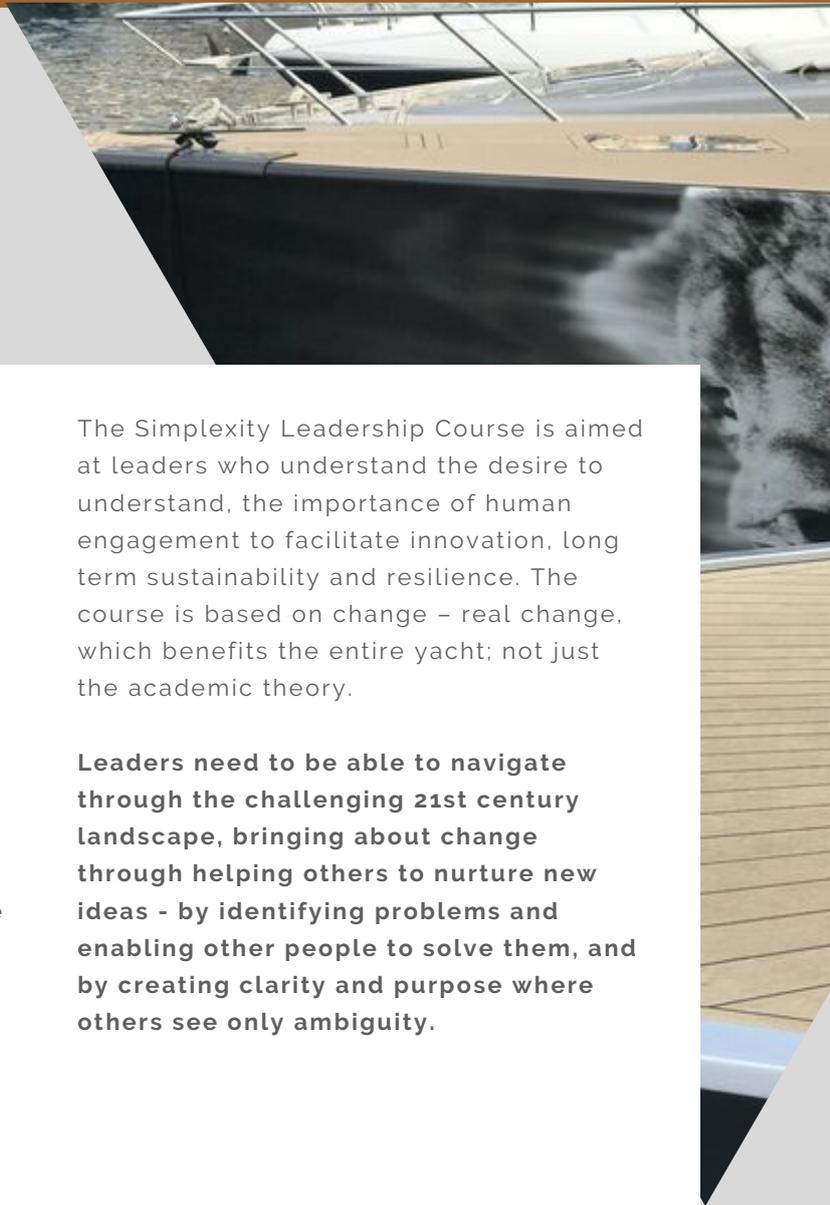
Simplexity is a trademark architecture developed by Dr Paul T. Thomas that has been tested and re-tested, with hundreds of people, in the workplace and has been the subject of six BBC documentaries.

Simplexity provides practitioners with methods and techniques to develop their own leadership skills, based on an understanding of the ideas of Complexity Science, and Human Systems theories. This architecture and thinking will change your leadership, life and how your yacht operates with impressive speed and results.

We offer the accredited 'Simplexity Leadership Programme' to senior crew members. It is designed to meet the leadership demands of an environment which requires increased engagement, constant change, resilience and evolution of frontline performance and service. It enables managers to engage frontline crew to manage their work and in turn allows managers to lead the yacht.

The Simplexity Leadership Course is aimed at leaders who understand the desire to understand, the importance of human engagement to facilitate innovation, long term sustainability and resilience. The course is based on change – real change, which benefits the entire yacht; not just the academic theory.

Leaders need to be able to navigate through the challenging 21st century landscape, bringing about change through helping others to nurture new ideas - by identifying problems and enabling other people to solve them, and by creating clarity and purpose where others see only ambiguity.



THE PROGRAMME

- We will enable you to build trust, create the strategy and execute it effectively
- In an environment where no one has the time to change, we help to disrupt the way you think in order to affect behaviour
- We help leaders reframe your role and responsibilities, to create space for others to flourish and create high performing crew
- We replace top down mind-sets with a distributed approach involving crew in the change
- We will support you by helping to find and communicate a vision that connects with crew and creates shared ownership
- We design bespoke solutions that recognise the unique challenges faced by your senior female talent
- We support you to become force multipliers who can inspire others and bring their vision to life
- We help you to gain perspective and understand what matters to your crew, with a focus on leadership and an understanding of the culture which enables them to truly flourish
- Our aim is to help you drive better outcomes through changing people's behaviour from an individual and team perspective
- We support you by facilitating a process to create a people strategy and deliver the right kind of environment, support and push at critical stages

WHY USE US?

BESPOKE TO THE INDUSTRY

We believe in evidence-based practice and have taken great care in making our courses context specific, they are designed and delivered with valuable input from experienced yacht crew professionals, each of whom have decades of specific experience to draw from.

WORLD CLASS CONSULTANTS

Our programme is delivered by award winning Consultants who have held accountable operational roles (UK Special Forces, Royal Navy and Royal Marines), and are experienced in operating under pressure and challenging situations within varying environments worldwide. They have much knowledge to draw upon, enabling them to coach people from different backgrounds and capabilities; understanding the value of a positive work culture, attitude and mindset which produces enduring results, valid to each yacht's specific requirements. Our Consultants not only deliver the Leadership and Resilience courses but are also involved in PhD and Professional Doctorate research into developing them.

FLEXIBLE

- We work around your global itinerary and come to you wherever you are in the world. Our programmes can be delivered onboard, shoreside or virtually.

KNOWLEDGE

- We know the industry. Insignia Crew holds many years of industry experience from working as crew through to sourcing them for our valued clients and our Consultants are world leading experts in delivering leadership programmes.

MARKET LEADER

- We have introduced this programme to the industry because we believe that there is a lot more to be done in order to support senior crew leadership. We have the experience, the know-how, the people and the capability.

**FOR FURTHER INFORMATION
OR TO BOOK:**

PLEASE EMAIL

annalise@insigniacrew.com

www.insigniacrew.com

