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In Turn the Ship Around!
(Portfolio, 2013), former U.S.
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readers have been inspired by former Navy captain David Marquet's true story. Many have applied his insights to their own organizations, creating workplaces where everyone takes responsibility for his or her actions, where followers grow to

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of these simple techniques to improve or turn our own business around. 1. Instead of Leader / Follower : LEADER / LEADER. Most organizations run on a “Leader / Follower” structure. In David’s book he talks about developing a “Leader / Leader” model instead.

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Turn the Ship Around! tells the story of how Captain David Marquet successfully transformed the USS Santa Fe in less than a

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year, from the worst-performing submarine in its fleet to the best. It presents a different approach to leadership, using a “leader-leader” model instead of a “leader-follower” model. This approach can be applied to any organization to unlock the energy

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unconventional book about
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First of all, it's not written by a
businessman, but by a US Navy
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Turn the Ship Around! challenges the paradigm of the hierarchical organization by revealing the process to tear down pyramids, create a flat organization, and to develop leaders, not followers. (Dale R. Wilson, Sr., business management professional, and

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editor/blogger at Command Based
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approach. Struggling against his own instincts to take control, he instead achieved the vastly more powerful model of giving control.

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the paradigm of the hierarchical organization by revealing the process to tear down pyramids, create a flat organization and develop leaders, not followers" — L. David Marquet, Turn The Ship Around!: A True Story of Building Leaders by Breaking the Rules 1

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molded the leadership techniques he developed on the Santa Fe into a system called Intent-Based Leadership for your organization to implement to create effective leaders at every level.

David Marquet – Intent Based

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Turn Your Ship Around Workbook
The format of the original book,
Turn The Ship Around is a series

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of stories and experiences on board the Santa Fe. Each described a challenge or problem and what the crew and leaders learned about leadership in overcoming it. Then the general principle is described.

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Navy Captain David Marquet
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He gave up the traditional
command-and-control model and
instead inspired his crew to

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assume responsibility for every
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David Marquet talks about
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David Marquet, Former-Captain,
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Around! Recently while researching leadership topics, I came upon an interesting video on YouTube. In it, author L. David Marquet, a retired U.S. Navy Captain, relates how he turned the Navy's conventional leadership paradigm on its head,

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and in doing so ended up not only becoming a better leader himself, but leaving a powerful legacy of better leaders behind him.

Leadership Book Notes: Turn the
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consummate book on leadership for the Information Age--where unleashing knowledge workers' intellectual capital is pivotal in optimizing organizational performance: from maximizing market share and minimizing customer churn to improving

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