

Bluewater Sailing

Est. 1978, 25th Anniversary !!
A Division of Compass Rose, Inc.

SAFETY! FUN!! LEARN!!!™

Sailing, Power & Navigation Instruction
Yacht Management and Delivery

Our Professional Instructors Average More than 20 Years Experience On The Water
Only American Sailing Assn. & International Yachtmaster Certification Facility in U.S.

Boat Rentals & Yacht Charters

Group / Private Lessons

CAPTAIN PETER W. DAMISCH:

PROFESSIONAL LEADERSHIP PHILOSOPHY and GUIDELINES TO LIVE BY

- Be a Leader First and a Manager Second
 - Lead by Example
 - Catalyze Widespread Action for Continuous Improvement
 - Foster a Creative and Satisfying Work Environment
 - Uphold Standards (you get the behavior you tolerate)

- Honor, Ethical Behavior and Truth Are Paramount
 - Stand up for Principles, Even If Opposing a Majority
 - Trust Most the People Who Are Not Afraid to Tell You the Truth
 - Be a Person of Integrity

- No Decision Is Ever 100% Certain
 - Thoughtful Action Is Preferable to Uncertainty and Delay
 - Manage by Judgement as Well as Analysis
 - It's Important to Take Intelligent Risks to Be Successful
 - It May Be Easier to Obtain Forgiveness than Permission

- Discipline Yourself
 - Plan Early, Set Goals and Milestones for Accomplishment
 - Frequently Review Personal Progress
 - Know Your Weaknesses and Work to Overcome Them
 - Monitor Progress: Check Small and All Things

- Diversify Your Base of Knowledge
 - Seek the Truth
 - Learn about Subjects That May Affect Your: Work, Perceptions or Future Decisions

- Be a True Professional in All Working Relationships
 - Strive for Excellence Without Arrogance
 - Do Your Best

Captain Peter W. Damisch

Professional Leadership Philosophy - Page 2

- Set Broad Goals / Objectives / Strategies
 - Have a Vision. Be Demanding. Plan and Think Ahead.
 - Outline Divisions of Responsibilities. Provide Guidance / Training
 - Delegate Workload and Authority / Share Responsibility
- Trust People to Set Detailed Goals & Perform Their Assigned Tasks
 - You Can't Make Someone Else's Choices. Don't Let Others Make Your Decisions
 - Actively Solicit and Provide Feedback
- Teams, Teamwork and Trust Yield Optimum Results
 - Never Blind Yourself to a Good Idea, Particularly Someone Else's
 - Avoid Having Your Ego So Close to Your Position That If Your Position Falls, Your Ego Goes with it
 - Widely Communicate Intentions, Actions and Results
 - it Only Takes a Little Extra Effort to Have the Best Team
- Widely Recognize & Publicly Reward Noteworthy Performance
 - Give Credit
 - Treat Everyone with Dignity and Respect
 - Speak Well of Others
- Quietly and Privately Reproach Poor Performance (Do Not Avoid this Task)
 - Tolerate Honest Mistakes from People Who Are Doing Their Best
 - Get Mad, Then Get over It. Remain Calm. Be Kind.
- Don't Avoid or Delay Making the Tough Calls
 - Sometimes Being Responsible Means Pissing People off
 - You Get the Behavior You Tolerate
- Perform for Your Own Satisfaction
 - Be Comfortable and Pleased with Yourself and Your Actions
 - Speak up and Identify Problems for Early Resolution
 - Be Careful What You Choose, You May Get It
 - Always Give an Honest and Ethical Opinion
 - Keep a Sense of Humor
 - Just Do It