



Leadership, Safety and Teamwork

Module 6



Learning Objectives

Rescue Swimmers will demonstrate knowledge and understanding of:

- How/why leaders must prioritize safety
- How to create and manage a team
- The difference between COB boat handling drill and a proper team recovery of person in the water
- How team dissention will impact crisis response
- The importance of crew readiness

How leaders prioritize safety

The safety of the crew and the boat occurs through the Seven P's:

“Prior proper planning prevents predictability poor performance.”

Who is the designated safety office (The Rescue Swimmer)

1. Written procedures, diagrams and labels (info-graph)
2. Functional equipment and PPE
3. Practiced concise communication
4. Phased practice plan (Dock, Mooring)
5. Simulation – Cross training (Practice on the water)
6. After Action Review
7. Club emphasis and actions supporting safety



THE FOUR RULES OF RACING

How to
create and
maintain a
team

1. Keep People in the Boat
2. Keep Water out of the Boat
3. Don't Hit Anyone
4. Look Good Doing It !!!



RULE ONE

Keep People in the Boat

Provide a safe and secure environment, treat everyone with respect and dignity, create an environment of empowerment and creativity to build confidence and self-esteem, and permit them to make mistakes, grow emotionally, spiritually and morally in a way that gives meaning and purpose to their lives.

RULE TWO

Keep Water Out of the Boat

Safety is the primary priority of every team. It does not happen without intentional effort. If there is training available, take it as a team. Teammates have different learning styles, so safety briefings need to have:

- a) Briefing Placards (like airlines),
 - b) scripted brief and
 - c) demonstrations. Each crew member should be able to give the entire briefing. Practice!
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RULE THREE

DON'T HIT ANYONE

Conflict that isn't confronted is conflict unresolved. Leaders must be ready and capable to resolve conflicts, regardless of the magnitude of the problem. Leaders need to be skilled in relationship building with empathy, exhibiting a caring attitude about individual success and professional growth.

RULE FOUR

LOOK GOOD DOING IT

‘Looking Good’ goes beyond the name of the vessel on a shirt sailors wear. A Skipper should continually work hard to promote a boat identity and harmony. The crew will be proud to attach themselves to a fun well organized boat, win or lose. In order to accomplish this, there are three components working in unison that solidify a ‘Boat Identity’.

Create a sense of belonging and inclusion, create fun and infectious attitudes.



COMMON ISSUE

Drills must include the recover of the person in the water.

Don't confuse recovering a floating device with a COB drill.

Simulated drills place weighted objects overboard to mimic a person in the water, weight and all.

If conditions are correct and a crewmate can be used with the proper PPE, including a helmet.

A fleet of sailboats is racing on the water. The boats have white sails with various numbers and logos. The water is choppy, and the sky is overcast. The text is overlaid on the image.

CREW RESOURCE MANAGEMENT

The
Trained
Crew or a
Single
Performer?

A properly trained and performing crew can collectively perform complex tasks better and make more accurate decisions than the single best performer on the crew.

An untrained or underperforming aircrew's overall performance can be significantly worse than the performance of its weakest single crewmember.

What happens when the Hero goes down?



BREAK THE CHAIN OF EVENTS

Situational Awareness

A series of events that when linked together, cause a mishap

Should any one link in the events be “broken,” then the mishap probably will not occur

It is up to each crewmember to recognize possible links and break the error chain

ELEMENTS OF SITUATIONAL AWARENESS

What is
Situational
Awareness Know what is ALWAYS going on around you
Requires:

- Good mental health
 - Good physical health
 - Attentiveness
 - Inquisitiveness
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LOSS OF SITUATIONAL AWARENESS

Degradation
of
Situational
Awareness

Strength of an Idea

Hidden agenda

Complacency

Accommodation

Sudden Loss of Judgement



LOSS OF SITUATIONAL AWARENESS

Symptoms
of Losing
Situational
Awareness

Fixation
Ambiguity
Complacency
Euphoria
Confusion
Distraction
Overload



LOSS OF SITUATIONAL AWARENESS

Hazardous
Attitudes

Anti-authority

Impulsiveness

Invulnerability

Macho

Resignation

Get-There-It-us

LEADERSHIP AND SITUATIONAL AWARENESS

How to Regain Situational Awareness

Reduce workload: Suspend the maneuver.

Reduce threats:

Get away from the ground and other obstacles.

Establish a stable vessel where you can safely analyze the situation.

Take your time, reduce urgency, breath, hydrate

Remember: “Sail Safe, Navigate, Communicate”

LEADERSHIP AND SITUATIONAL AWARENESS

How to Regain Situational Awareness

Trust your gut feelings

“Time Out,” “Abort,” “Stand By” or “This is Stupid.”

“Can some one explain why we are not taking the safer option?”

Captain establishes vessel in a safe and stable configuration, and then discuss the problem

Sterile Cockpit – (Minimize to what it needed).

Limit talk to the minimum necessary for safety.

Talk through each maneuver.



HAVE AN IMAGE OF SUCCESS

Empower
Each
Crew
Member
to Make
Safety
Calls

Successful sailing hinges on every crewmember

Learn how to use the procedures and tools available to you, and use them correctly

Never stop learning

Don't be afraid to ask questions

Never criticize someone for asking questions

Anyone can call **“Knock it off,” “This is Stupid,”** or **“Stand By”**

Remember that the Captain must make the final decision based on the crew's input



HESITATION

Team
dissention
will
impact
crisis
response

Dissention = Hesitation, loss of concentration and tasks are no longer automatic.

Loss of Command and Control of the vessel in crisis is always emotional; add a PIW and the fragmented team is not performing optimally.

Dissention = Added Danger BUT, Positive leadership can and will train conflict away from the crew.

The time to practice how to communicate in an emergency, should not be in the first emergency.

ALWAYS REMEMBER WHEN LEARNING STOPS, LOSING BEGINS!

COB CREW READINESS

2nd Law of Thermo- Dynamics

Basic - Must think on proper task sequence, often must be redone.

Intermediate – 75% of tasks are done correctly with minimal forethought or questions.

Expert – Tasks accomplished via muscle memory, not thought mostly to perfection every time.

Where is your crew? What's your plan?

Move up, maintain or decline?
