

MANAGING PIRATES & PASSENGERS

WHEN PERFORMANCE DROPS
WE NEED TO BOOST
COMMITMENT & CONVICTION

Have you ever experienced a time when your team felt like a well-oiled machine, but then things began to change?

Tensions grew, complaints jumped and it felt like people were avoiding the real issues. In the world of education, where different roles and team objectives can collide, this scenario is all too familiar.

Often, these issues stem from what we call **Pirates and Passengers**.

Pirates are team members who want to do things their own way, undermining the shared commitment of the group. Passengers, on the other hand, don't commit, fail to deliver and create a frustrating ripple effect where others start to follow suit.

This is when leaders need to bring both courage and compassion to the forefront, managing Pirates and Passengers with empathy and purpose.

In this engaging, relatable, and highly practical session, you'll gain insight into the tell-tale signs of Pirates and Passengers, understand their impact on team cohesion, and learn the essential tools to reignite commitment and shared purpose. Discover how to lead with empathy, fostering an environment where every team member feels valued, understood, and motivated to contribute their best.

KEY TAKEAWAYS

- **Enhanced Conflict Management:** Facilitate healthy disagreements that maintain trust, performance & accountability.
- **Effective Feedback:** Provide timely, honest, and kind feedback to build a transparent and constructive environment.
- **Empathy and Understanding:** Support team members by truly understanding their perspectives and behaviours.
- **Personal Accountability and Growth:** Inspire growth and responsibility with leadership as a behaviour, not a title.



Team Performance

"Committed teams driving collective performance"

	Team Focus	Objective	Language	Results
Unravalled Team	COMMITTED	CHANGE THE WORLD	"WE ARE WORKING FOR OUR PURPOSE"	PURPOSEFUL PERFORMANCE
	CURIOUS	SUPPORT EACH OTHER	"HOW CAN WE ALL WIN TOGETHER?"	COLLABORATIVE EXPLORATION
	EXPERTS	BE THE BEST IN FIELD	"I'M DOING MY JOB, YOU DO YOURS"	INTERNAL COMPETITION
Team of Rivals	COMPETITORS	BEAT THEM TO THE TOP	"WE ARE BATTLING, IT'S US VS THEM"	MUTUAL SABOTAGE



EVEN VIRTUAL CAN BE GREAT

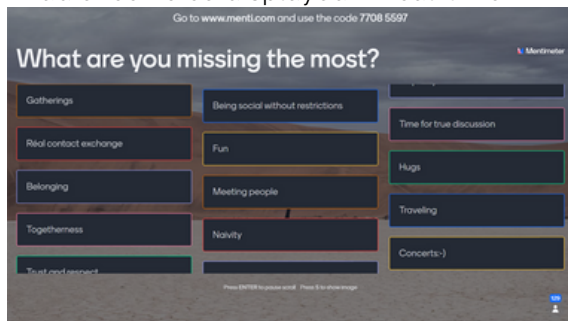
We use technology to ensure audiences large or small, loud or quiet are engaged, participating and taking away critical actions to implement in their leadership journey.

For example:

- Slides-in-video improves visual experience



- Audience voice displayed in real-time



MORE ABOUT DANIEL

Daniel Murray (BSc, MBA Exec) helps frustrated people leaders unlock the true performance of their people by developing curious & empathic tools to harness the 'tough skills' of leadership.

His degree in mathematics & background in corporate strategy provides Daniel with a unique perspective blending strategic thinking with empathy & emotional intelligence in practical & pragmatic ways.

His clients rave about his ability to bring humour & fun to the challenges of people leadership & make complex neuroscientific concepts simple & practical to implement.

As a professional speaker, trainer, coach & consultant, Daniel is able to help clients harness their most powerful assets, their people, through leadership skills that work. Building a committed team is one of the hardest and most important skills for every leader,

Daniel helps clients become empathic leaders worth following.

PAST CLIENTS INCLUDE



TESTIMONIALS

"It synthesised lots of excellent research and work about leadership in an accessible and pertinent way. Daniel's presentation style encouraged genuine engagement from the audience, ensuring the learning we took from the session was all the more powerful and memorable.."

- Michele Marquet, Cranbrook School

It was real. The information was not impractical, I could certainly connect with the information and am able to implement it into my leadership day to day. I have already started.


- Diana, St Gregory's College

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"The balance between evidence and practical strategies / approaches / frameworks. He was also very engaging and relatable."

- Chris Wyatt, Trinity Grammar School