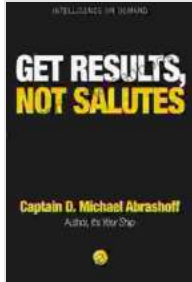


# Get Results Not Salutes: Captain Michael Abrashoff's Leadership Lessons for Achieving Extraordinary Results



**Get Results, Not Salutes** by Captain D. Michael Abrashoff

★★★★★ 5 out of 5

Language : English

File size : 142 KB

Text-to-Speech : Enabled

Screen Reader : Supported

Enhanced typesetting : Enabled

Word Wise : Enabled

Print length : 19 pages

Lending : Enabled



Captain Michael Abrashoff is a retired United States Navy Captain who commanded the USS Benfold, a guided missile destroyer, from 1997 to 2000. During his time as commander, Abrashoff transformed the Benfold from one of the worst-performing ships in the Pacific Fleet to one of the best. He did this by implementing a number of innovative leadership practices, including empowering his crew, fostering communication, and creating a culture of respect and accountability.

Abrashoff's leadership lessons have been widely praised by business leaders and military experts alike. In his book, *It's Your Ship: Management Techniques from the Best Damn Ship in the Navy*, Abrashoff shares his leadership principles and provides practical advice on how to implement them in any organization.

## **Empowerment**

One of the most important leadership principles that Abrashoff emphasizes is empowerment. He believes that leaders should give their employees the authority and responsibility to make decisions and take action. This allows employees to feel more engaged and invested in their work, which can lead to improved performance and results.

Abrashoff empowered his crew by giving them the authority to make decisions about how to run the ship. He also encouraged them to take risks and experiment with new ideas. This led to a number of innovative solutions to problems that had plagued the Benfold for years.

## **Communication**

Another important leadership principle that Abrashoff emphasizes is communication. He believes that leaders need to be able to communicate effectively with their employees in order to build trust and create a positive work environment. Abrashoff made a point of communicating with his crew regularly, both formally and informally. He also encouraged his crew to communicate with each other openly and honestly.

The open communication culture that Abrashoff created on the Benfold led to a number of benefits. It helped to build trust between the officers and crew, and it also made it easier to identify and solve problems.

## **Respect**

Respect is another essential leadership principle that Abrashoff emphasizes. He believes that leaders need to treat their employees with respect in order to earn their trust and loyalty. Abrashoff showed respect for

his crew by listening to their concerns, valuing their opinions, and treating them fairly.

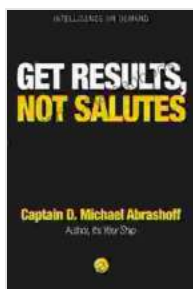
The culture of respect that Abrashoff created on the Benfold led to a number of benefits. It helped to create a positive work environment, and it also made it easier to motivate the crew to achieve their goals.

## Accountability

Accountability is the final leadership principle that Abrashoff emphasizes. He believes that leaders need to hold their employees accountable for their actions, both good and bad. This helps to create a culture of responsibility and accountability, which can lead to improved performance and results.

Abrashoff held his crew accountable for their actions by setting clear expectations and providing regular feedback. He also made sure to reward his crew for their successes and to discipline them for their mistakes.

Captain Michael Abrashoff's leadership lessons are a valuable resource for any leader who wants to achieve extraordinary results. By empowering their employees, fostering communication, creating a culture of respect, and holding their employees accountable, leaders can create a positive work environment where employees are motivated to succeed.



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