**Teamwork Outline**

**INFORMATION:** The importance of teamwork and understanding why contributions to the team furthers personal/professional development.

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**History Segment:** On the evening of September 23, 1779, they encountered the Baltic Fleet of 41 near the English shore of Flamborough Head. Sailing for England, the Fleet was under convoy of the newly built frigate HMS SERAPIS (50 guns) and the small sloop COUNTESS OF SCARBOROUGH (20 GUNS).

Before the British fleet could respond, BONHOMME RICHARD lashed out at SERAPIS igniting a bitter struggle that would last the entire night. Early in the battle, the guns of Jones' main battery exploded, temporarily disabling his ship. Under gunned, Jones' relied on decisive naval strategies and the might of his crew to out-fight the more powerful SERAPIS. To offset the SERAPIS' speed, Jones lashed his flagship alongside and continued the fight long after his subordinates regarded the situation as hopeless.

Burning, sinking, and scattered with the dead and wounded, BONHOMME RICHARD lit up the darkness with a constant barrage. Jones struggled to keep his vessel afloat and, in one instance, an overwhelming number of prisoners in hold threatened to rush the deck to save from drowning. Jones defied all odds and continued the fight against Captain Pearson's SERAPIS.

In the final hour, BONHOMME RICHARD'S mast was hit above the top-sail. Along with her Colors, a large section of the mast came crashing to the deck near Jones, feet. In response to the downfallen colors, SERAPIS called out, "Have you struck your Colors?" Resoundingly, John Paul Jones exclaimed, "Struck Sir? I have not yet begun to fight!" And fight they did. With newfound will, his crew delivered decisive blows from all sides and aloft. Jones' sent 40 Marines and Sailors into the rigging with grenades and muskets.

Decimated, SERAPIS could not avoid defeat and at 2230 she struck her Colors. Victorious, John Paul Jones commandeered SERAPIS and sailed her to Holland for repairs. Sadly, BONHOMME RICHARD sank at 1100 on September 24, 1779, never to rise from her watery grave. This epic battle was the American Navy's first-ever defeat of an English ship in English waters!

**I. Introduction**

A. Attention (Teamwork is one of the most overlooked and underappreciated concepts and is one of the primary reasons organizations fail).

B. Motivation (Junior Sailors need to grasp the concept of team work to be the most valuable contributor possible to their organization as both a team member and junior leader)

C. Overview (Teamwork is something that commonly escapes the individual. We are all concerned about our own progression, and rightfully so. What is so commonly missed is the link between that personal and professional development and the teamwork concept. We’re going to talk about what teamwork is, why it is important for both individual and team development and talk about some situations in which these concepts are best utilized).

**II. Body**

A. Main Point 1 (Teamwork?)

1. Sub-point (What is teamwork?) - cooperative or coordinated effort on the part of a group of persons acting together as a team or in the interests of a common cause.

2. Sub-point (Mission Accomplishment!) - Mission accomplishment is paramount. You will hear things said about one thing or another being the most important thing and while important, they are opinion based statements. Mission accomplishment will always come first – and that’s okay.

B. Main Point 2 (Why is this important?)

1. Sub-point (Individual – personal/professional development) – Everyone is concerned with their own advancement – and you should be. The problems arise when you pursue these at the expense of other individuals, the team and as a result, at the expense of mission accomplishment.

2. Sub-point (Individual – team member) - We’re in “the service”, the people you see succeed in the Navy understand and embrace this idea. We serve the mission, by being good individual team members who contribute in our way which makes us valuable to the organization (whose job it is to achieve mission accomplishment). When you make yourself valuable through being a strong individual TEAM MEMBER, you will be recognized for that value and placed in positions of trust (leadership position) as well as rewarded (advancement, awards, etc.).

3. Sub-point (Team – individual member) – An “individual” that is not a strong individual team member is a rock. You’re dragging the team down. Any contribution you are supposed to be making is being picked up by another team member which not only hurts that individual, but the team as a whole. The net amount of work required to accomplish a mission doesn’t change because you’re heart isn’t in it. And as we talked about previously, YOU MADE THIS COMMITMENT. No one forced you to. So contribute. I’m not talking about being a superstar – that’s what we call “above and beyond the call”. I’m just telling you to answer the call, period. Because it’s your responsibility to do so based on the commitment you made.

4. Sub-point (Team – junior leader) – Recognize your team needs you. Not certain individuals – YOUR TEAM. Break out those individual words. YOUR. It’s yours. It’s your responsibility as a junior leader to address the needs of your team members. THEY’RE ENTITLED TO YOUR VERY BEST. And TEAM. Not one person. Not three people. Not just the ones that perform or just the ones you like…ALL OF THEM = TEAM. You will have people that make your blood boil, that just don’t get it, that take more time to train, etc. THAT IS YOUR RESPONSIBILITY AS A LEADER. Embrace the whole team. It’s your job. And every single leadership story I share that provides me with the most satisfaction are stories about those people succeeding or breaking through. All of them.

C. Main Point 2 (Examples of how teamwork furthers success)

1. Sub-point (Individual) – When you finally embrace that being a good team member and doing whatever you can to contribute at any level to furthering the team’s mission, you will see your individual progression happen. That’s what your leaders want from you – as we just discussed, it’s their responsibility to get the TEAM moving forward. When you help them do that, you are recognized for it. (CS2 at SUBASE NLON Galley story)

2. Sub-point (Team) – Watching a proficient, high functioning team work is like watching a symphony. It’s incredible. It’s rewarding. You will see satisfaction and pride on their faces. (JC Division – no fleet returnees – team story)

**III. Conclusion**

A. Summary (We talked about…)

1. What teamwork is…

2. Why is teamwork important to the individual (personal/professional development as a team member and a team leader…

3. Gave examples of situations that these principles working as both an individual team member and in a whole team.

B. Re-motivation (Junior Sailors need to grasp the concept of team work to be the most valuable contributor possible to their organization as both a team member and leader)

C. Closing – This is another lynchpin concept that, if grasped early, will wildly improve your progression and experience in your first years. Be a contributor. Accept that you made this commitment to an organization, the United States Navy, and honor it. Whether you enjoy it or not is sometimes beyond your control. But whether you choose to honor your commitment and by doing so, better yourself through individual professional development is YOUR CHOICE. You decide whether to flip your “give a damn” switch each day. It’s YOUR daily decision to make and when you make it, you may turn around 15 years later and smile as I do. At the teams I have developed and the tremendous challenges we overcame as a result of them being outstanding team members. And you may even have a little bit of fun.

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