

## Merry Marine Open Development Programme – Outline



### Objectives and Outcomes

To provide a unique development experience that allows participants to develop key leadership and personal skills. Personal and group coaching will be reinforced by participants actually *experiencing* concepts in leadership and group working first hand in a real and sometimes challenging environment.

Learning outcomes will be tailored to individual needs and participants will have the opportunity to work with a wide range of management and leadership concepts including:

- The factors leading to inspirational leadership and its relationship with management
- Factors contributing to the development and motivation of high performing teams
- What it takes to become successful and how that contributes successful team working
- The importance of setting a clear vision and understanding how to set about getting there
- How to drive, lead and manage change
- Managing pressure for peak performance
- How creativity, innovation and risk taking contribute to successful leadership
- Awareness of themselves and colleagues and how to get the best out of their own and others different styles and strengths
- The importance of creating the right culture and how to set about achieving it
- How communicating the right thing at the right time in the right way is key to becoming a great leader

The event will be a memorable experience which will be used as an inspirational reference point for personal change and growth.

### Who should attend

Key managers and leaders. High potential individuals in organisations.

## Programme Format

Individual places are offered on a unique and inspirational development experience.

The programme commences with a 1:1 coaching session, typically by phone, so that learning outcomes are mutually understood and the event can be designed specifically around the specific needs of its participants. We then start the event with a land-based workshop, led by one of Merry Marine's network of expert coaches and facilitators. The content of the workshop will vary based on the composition of the group and typically, we will undertake some form of psychometric profiling for practical application on board the yacht.

This is followed by a two day open event on board a sailing yacht – an ideal environment for creative and forward thinking organisations. It will provide a unique and unforgettable experience which will provide an 'anchor' for a key stage of personal growth for the candidate.

This unique setting will allow participants to open their minds in a completely different way than using the traditional training room environment. The yacht will also act as the platform for participants to experience multiple concepts in leadership, management and interpersonal relationships, some of which will have been introduced during pre-event coaching. Structured sailing activities and challenges are designed to expose participants to these concepts. Expert facilitation helps the participants relate their experiences back to the business environment.

An immediate review on board is followed up with a review document, written specifically to reflect on issues encountered during this event, then a separate workshop session a couple of weeks later where participants will have had chance to reflect on their experience. The review workshop will help the candidates with their planning of how the experience will benefit themselves and the organisation in the future.

Where a management trainer or coach wishes to invite a number of their individual clients, the event will be tailored accordingly. Typically, the trainer or coach would take the lead in the facilitation of the event, with advice and support from Merry Marine's expert skippers.

## Outline Itinerary

The itinerary is an example for guidance purposes and will be modified as required to suit detailed requirements.



## Event minus 2 weeks (approx)

Pre-event coaching session.

### Arrival evening

16:00 Arrive at Yacht Club conference room  
Introduction and welcome

Workshop session as required – typically something like:

- Review development so far
- Behaviours of inspirational leaders
- Review profiling (MBTI, AMSP or the like)
- Expectations and learning outcomes

19:00 Transfer to boat(s)  
▪ Yacht orientation

20:00 Participants prepare dinner as part of the development task  
Briefing on tomorrow's challenge

Overnight on-board

### Day 1

07:30 Breakfast

08:30 Safety briefing & sort out groups

09:45 Set sail

Sail training – facilitated learning & exploration  
Possible informal race

12:00 Drop anchor and take lunch  
▪ Review of progress so far  
▪ Challenge planning

14:00 Challenge part 1 starts  
Facilitated sailing exercise which allows delegates to experience activities critical to team working and leadership. Delegates will be coached to observe behaviours and activities that both aid and obstruct high performance and other management concepts.

17:00 Challenge part 1 ends  
▪ Review  
▪ Challenge planning

Dinner at restaurant ashore

Overnight on-board

## Day 2

07:30 Breakfast on board

09:00 Challenge part 2 starts

Increasing complexity and tightening tolerances as participants start to become familiar with the environment. The challenge is broken into phases to give all participants an opportunity to lead a particular aspect.



11:30 Challenge part 2 ends

Drop anchor

- Review of progress so far
- Lunch
- Final challenge planning

13:30 Challenge part 3 starts

Further complexity is introduced as participants approach the finale.

15:00 Challenge part 3 ends

Moor alongside at Marina

- Celebration and final review

17:00 Depart

## Event plus 2 weeks (approx)

Review Workshop

Facilitated session for participants to reflect on the event and take the learning back into the workplace.

## The Challenge

The Challenge is a sailing exercise in which points are scored en-route to a final destination. We set complex “business” rules, from which the team decides the route to take and success is achieved by the team displaying leadership and management practices including:

- Setting a shared vision
- Setting Strategy
- Having clear objectives and goals
- Having role clarity
- Planning well
- Managing effectively
- Strong Teamwork
- Clear Communications
- Monitoring progress and success criteria
- Adapting tactics (and sometimes strategy) to cater for unplanned events and conditions.

Other sailing activities are designed to accelerate learning and consolidate any ‘theory’ subjects covered by providing participants with the opportunity to experience, observe, demonstrate and experiment with concepts in leadership and team working.

## The boats

Premium Yacht – Jenneau Sun Odyssey 54 or similar. Suitable for 7 or 8 people on an overnight basis

Bavaria 46/50 or similar. Suitable for 7 or 8 people on an overnight basis.

Bavaria 37 or similar. Suitable for around 5 people

Rigid Inflatable Boats  
Scorpion 8.1, 275 HP Mercury Outboard or similar, 45knots +

Yachts and any other boats will be selected to suit the configuration of the group and specific requirements. Choices available include:



Location	Open events are offered in various locations, UK and abroad.
Dates	Events run throughout the year. Please check our website, <a href="http://www.merrymarine.com">www.merrymarine.com</a> for details. If you are unable to make any of the published dates, please contact us for additional availability.
Fees	<p>£1495.00 + VAT per delegate</p> <p>A deposit of £395.00 + VAT is required to secure the booking. The balance will become due 60 days before the event.</p> <p>Additional personal &amp; psychometric profiling, premium yachts and the use of high speed RIBs may incur a surcharge.</p> <p>Where a management trainer or coach fills a boat with six of their individual clients, a place for the trainer will be supplied free of charge.</p> <p><b>Included:</b> Event and course design. Management and leadership tuition, coaching and facilitation, including one pre and one post event coaching or workshop session. Sailing and ‘challenge’ activity design and facilitation. Sailing tuition and advice to attendees as required. Charter of boats. Professional skipper for each boat. All meals on shore and on board. Refreshments and snacks on board. Wet weather gear where appropriate. Logistical support. Joining instructions etc.</p>
Booking	Please contact Merry Marine by e-mail at <a href="mailto:events@merrymarine.com">events@merrymarine.com</a> or call us on 0845 159 9144

## Terms

**Fees.** The Fees will be as detailed above and are subject to VAT. Changes to deliverables, durations and quantities outlined in the schedule may be subject to a variation in fees – any such changes will be agreed with the client before implementation. A booking deposit is payable by the client to secure the charter of yachts and cover other up-front expenses. For Open and Taster events, either a deposit or full payment is due on booking and payment will confirm the booking.

**Security Deposit.** Merry Marine Ltd. will fund the Yacht Security Deposit of typically £1000.00 per yacht to cover excesses not covered by the yacht’s insurance. Any amounts retained by the charter company which are due to the negligence of, or the failure to comply with the skipper’s directions by, any event attendee will become payable by the client.

**Liability.** Merry Marine Ltd. shall have no liability for the death or personal injury of, or the loss of or damage to personal property of the Client, their servants, agents or any member of their party or any other persons invited as part of the event, except for death or personal injury caused by the negligent act or omission of Merry Marine Ltd. Merry Marine Ltd. carry Public Liability Insurance specific to sailing activities. Clients are recommended to take out appropriate personal insurance.

**Cancellation Fees.** In case of cancellation by the client, any expenses incurred or committed prior to the date of cancellation will become payable – please note that the full charter cost of yachts will be committed by Merry Marine Ltd. 60 days before the start of the event and is not refundable. In the case of Open and Taster events, refunds can only be made if Merry Marine Ltd. is able to re-sell the cancelled place.

## Event design, facilitation and support – Bill Merry



Bill has over 20 years leadership experience, 15 of those at senior level in a major blue chip company. An experienced general manager across a number of disciplines, he has an extensive understanding of developing, leading and motivating people and teams. His skills in leading change have been essential to the success of a number of transformational projects where technology has revolutionised the way people work.

He is an RYA/MCA qualified and commercially endorsed Yachtmaster and Cruising Instructor and combines his business and yachting experience to create real, challenging and inspirational leadership, team and corporate development events.

## The Merry Marine team

We are proud to be associated with a network of expert coaches, facilitators, trainers and activity experts.

If we were to wrap all their talents into one person, that person would be a seasoned corporate leader, a chartered psychologist and an ocean racing yachtsman. They would have climbed Mount Everest and be a Jumbo Jet pilot. They would write books, have been a teacher and be a ski instructor. They would lead multi-national teams and have played football for Nottingham Forest. They would be a seasoned trainer and facilitator, have run marathons and would have seen action in war zones. They would also develop top teams and have completed a triathlon. They'd be an executive coach, talented musician, have played rugby for England and more...

To find out more about the people in our network, please visit our website:

Development Experts: [www.merrymarine.com/ExpertDev.html](http://www.merrymarine.com/ExpertDev.html)

Activity Experts: [www.merrymarine.com/ExpertAct.html](http://www.merrymarine.com/ExpertAct.html)

## About Merry Marine

Merry Marine provides leadership, team development and corporate hospitality services. We specialise in using offshore sailing as a real and challenging environment to reinforce concepts in leadership and management and provide a unique opportunity for building relationships. In conjunction with associated business psychologists and organisational development specialists, we also provide a full range of organisational and people development services.



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