Michael Abrashoff Keynote:
The Virtual Leader's Roadmap

Mike Abrashoff had to change his leadership mindset when he took over the near-worst performing ship in the Navy. The situation was dire. If performance did not improve, sailors could have gotten injured … *or worse*. In response, Mike quickly adopted a new set of principles to guide a new way of leading. His focus was on building trust and authentic ways of engaging. It was about listening to and empowering his crew who then went on to make the USS Benfold the best ship in the entire U.S. Navy. These very same principles are the foundation of success for organizations that embrace working virtually. In the short term, many organizations have found virtual work arrangements actually increase effectiveness of employees. That effectiveness may not be sustainable if leaders and organizations don't master a new skill-set of how to lead people they can't see. It's about measuring results—not activity; and about finding ways to let people know their efforts are appreciated. Those who succeed in leading in the virtual environment will create a decisive competitive advantage.