



Crew Selection & Development

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Crew Selection & Development

Choosing your crew...What I do.

- **Core crew**
- **Mission statement**
- **Interview**
- **Assessment**
- **Crew development**
- **The 4 keys to a successful trip.**

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What do you think makes for
good crew?

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Personality

Reliable

Enthusiastic

Sail together

Work together

Have a back up

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Start with a core crew

- One or two crew
- Prepare Mission statement

Mission statement

- Goals
- Budget
- High level schedule

Ashore Crew

- Administration
- Logistics
- Performance Coach

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Interview

- Mission statement,
- Detail the budget,
- Honest discussion about their commitment,
- Ask for references,

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Assessment

- Compatibility, do they fit the team?
- Attitude?
- Are they sailing through the winter?
- **Driver (at night, under spinnaker)?**
you can't have enough!
- Are they a skilled sailor
- Other assets (technical, medical, organizational)

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Now you have them, how to keep them

- Assure boat is in tip-top condition,
- Good CRM is about team building,
- Listen to your teams suggestions,
- Team events - outside sailing & boat prep,
- Systems Champions - share work load & back up
- Conflict resolution,
- Setup a communications tool.

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Keys to a successful trip

- Compatible Crew
- Training & Racing including at night
- Mental Training
- Ashore Crew