



At the age of 38, **Scott Waddle** was selected to become the Commanding Officer of USS Greeneville (SSN 772) an improved Los Angeles Class Fast Attack submarine in Pearl Harbor Hawaii. He was selected from a highly competitive field of specially trained and exceptionally skilled naval officers. The challenges Scott faced were staggering with extremely low morale and unacceptably high turnover.

Few thought that this ship could improve, but Scott Waddle only became more resolved. In some ways, it is an extreme example of the same problems facing many organizations today. "In my induction ceremony, my predecessor left to cheers. They were actually clapping. I knew then that command and control leadership was dead."

"A lot of people do whatever it takes to secure the next promotion. All I ever wanted to do in the navy was to command a ship. I did not care if I ever got promoted again. And that attitude enabled me to do the right things for my people instead of doing the right things for my career. Along the way, it was my people that created the results that ensured my next promotion."

The solution was a system of beliefs that Scott calls Deck Plate Leadership. A process of replacing command and control with commitment and cohesion, by engaging the hearts, minds, and loyalties of workers - a belief that Scott Waddle achieves with conviction and humility. "The most important thing that a captain can do is to see the ship through the eyes of the crew." This meant interviewing every single person on his ship, from the most senior officer to the lowest recruit. It was an experience that began to generate invaluable ideas, often from unexpected sources.

By every measure, these principles were able to achieve breakthrou...

Scott Waddle

Speech Topics

- ☐ Youth
- ☐ Religion / Faith
- ☐ Personal Growth
- ☐ Overcoming Adversity
- ☐ Motivation
- ☐ Military

