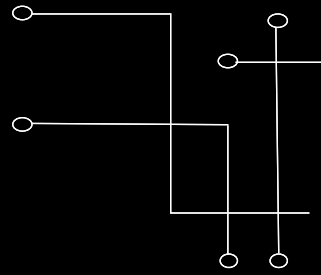




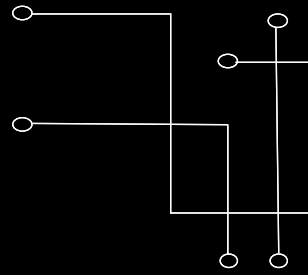
The Endurance Protocol

Leadership and Teamwork Lessons from the World's Most Successful Failure



Pressure always finds the cracks...





Sir Ernest Shackleton



The Endurance



The crew of *The Endurance*



Antarctica

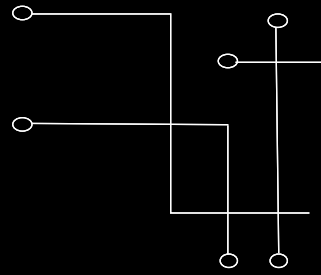
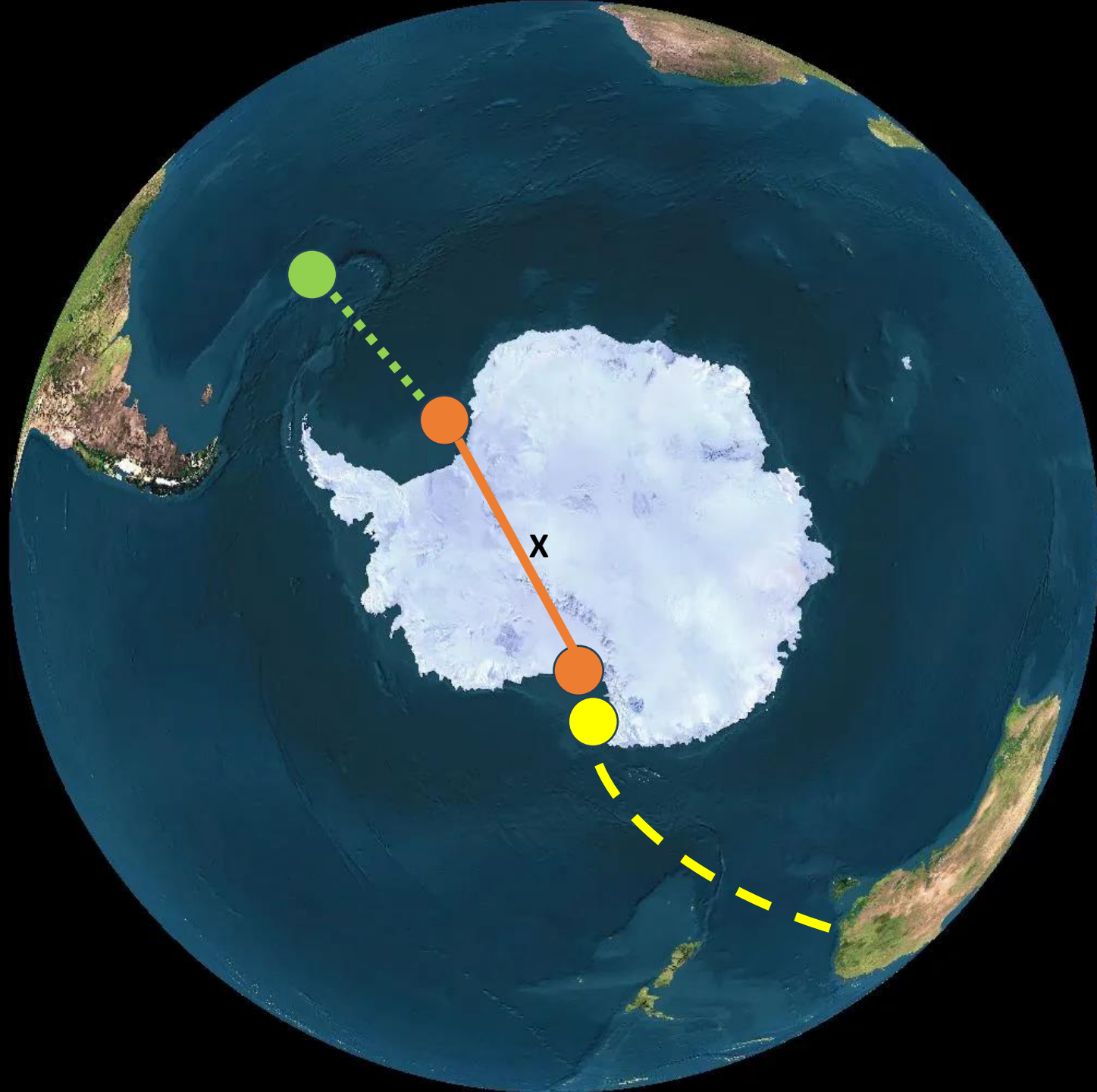


World's highest, driest, coldest continent

Never had a native population

Holds 70% of the planet's freshwater and 90% of its ice

Surrounded by some the most dangerous currents and stormiest waters on earth



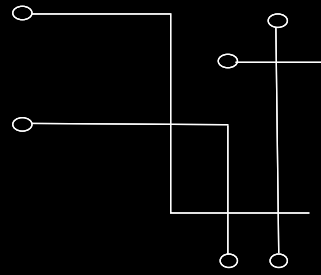


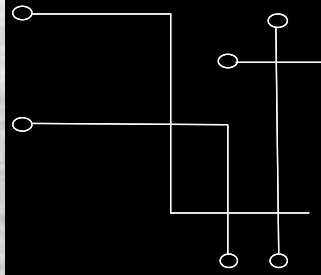






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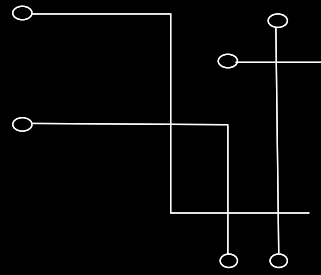








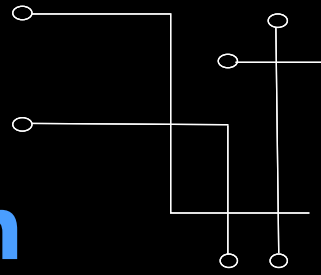
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Protocol #1

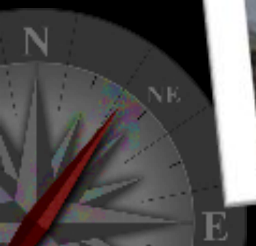


Making Decisions with Incomplete Information

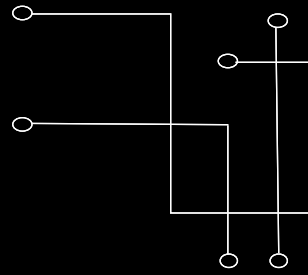


You **can't always wait for complete forensics** before containing a threat.

Do your best with the information you have and don't **fear making mistakes.**



Protocol #2



Redefine Success

You're dealing with **people**, not machines (at least not yet!).

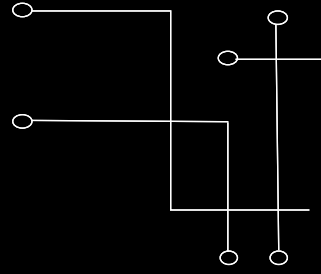
Keep your focus on the **ultimate goal** and avoid the temptation to **scapegoat**.



Protocol #3

Reinforce the Team Message:

"We are One. We Live or Die Together"



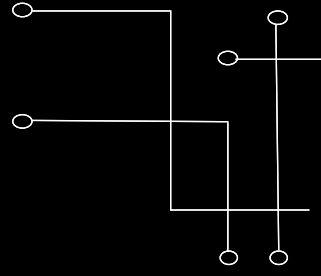
Team **unity** is paramount, especially when dealing with crisis situations.



"TEAMWORK BEGINS BY
BUILDING **TRUST**. AND THE
ONLY WAY TO DO THAT IS TO
OVERCOME OUR NEED FOR
INVULNERABILITY."

--PATRICK LENCIONI

The Endurance Protocol Recap

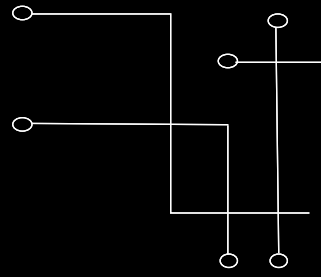


- Don't agonize over trying to make the **perfect decision**
- Remember your greatest assets are not the tools – it's **your people**
- Unity must be **visible**—and leadership means going first.



The Endurance Protocol

Discussion Starters



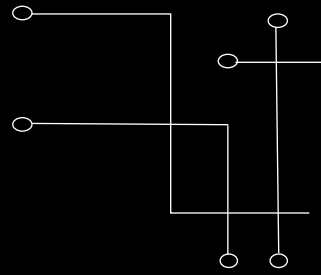
- If our primary system failed, what's the **single mission-critical goal** that would replace every other KPI on our dashboard?
- In our current risk posture, are we more afraid of **making a bold mistake** or of slowly **drifting into complacency**?
- In our current culture, in our post-mortem do we "**raise the shields**", "**release the hounds**", or "**lower the bridge**"?





“When optimism becomes shared, and purpose becomes mutual, no force on earth can truly defeat you.”

References



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- www.britannica.com/biography/Ernest-Henry-Shackleton
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Books

- *Leading at the Edge – Leadership Lessons from the Extraordinary Saga of SHACKLETON'S ANTARCTIC EXPEDITION* (Dennis N. T. Perkins)
- *Endurance – Shackleton's Incredible Voyage* (Alfred Lansing)

Podcast

- Empire: #110 - Antarctica: The Continent that wouldn't be Conquered
- Empire: #111 – Shackleton: The Hero of Antarctica

