

KLUB



B

KONFERENCEN

People Scenarios

Kapsejladslederseminar 2024



What we will do

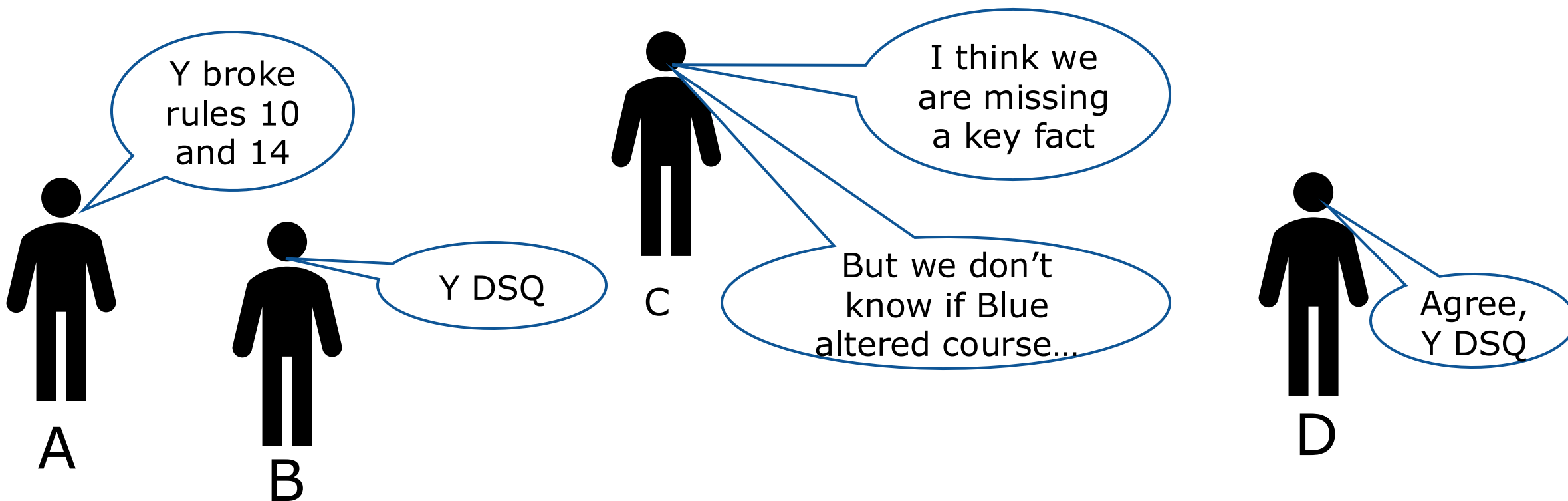
- I present some situations
- We discuss about:
 - What happens
 - Whether the behaviours are acceptable
 - Whether we could do anything different and, if so, what
- No right or wrong answers, we all learn together
- Disclaimer: it's all based in real situations





Situation 1

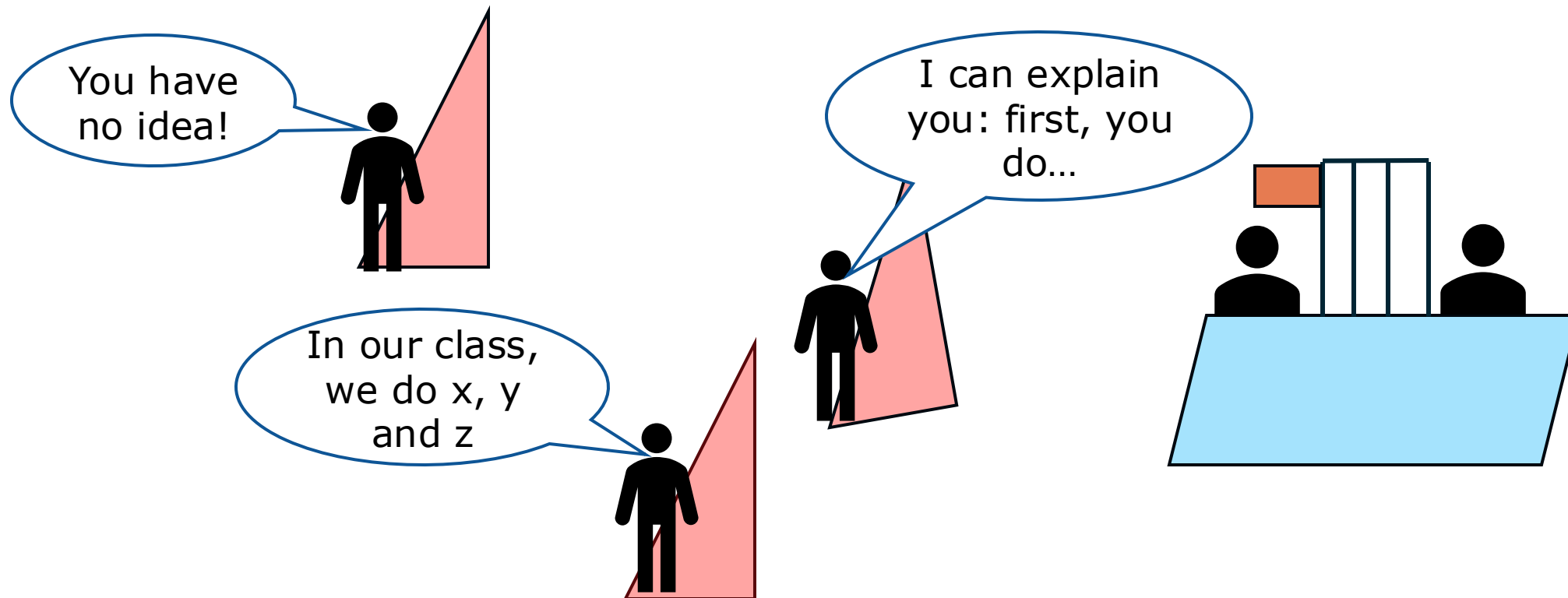
- These 4 people are members of an international jury
- A, B and D went for some drinks after dinner the day before
- C preferred to go back to the hotel
- Now, they are discussing about rules, and nobody listens to C





Situation 2

- What can you do if you are the Race officer?
- What if you are someone else in the Committee vessel?



What we will do (in groups)

Be ready to share
your main thoughts



- You get some situations in groups of 4-5
- You discuss about:
 - What happens
 - Whether the behaviours are acceptable
 - Whether we could do anything different and, if so, what
- No right or wrong answers, we all learn together
- Disclaimer: it's all based in real situations



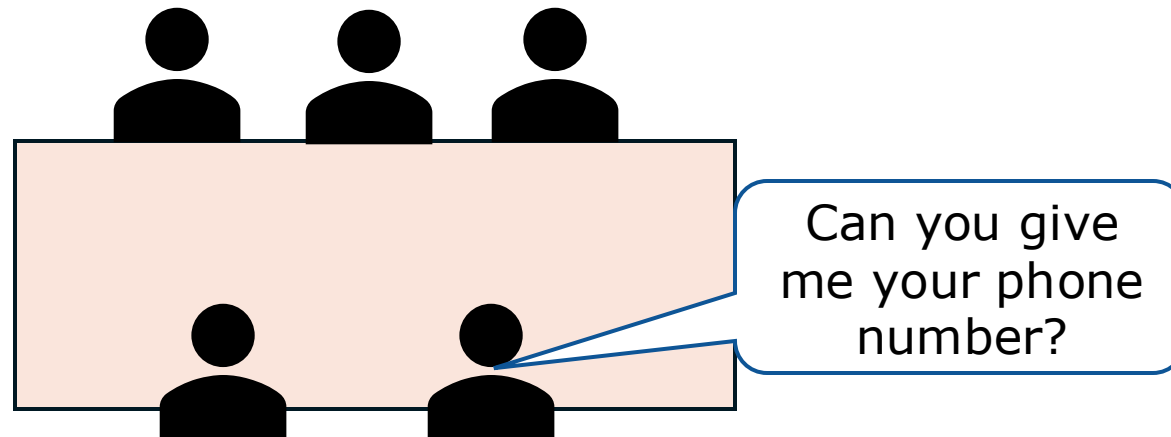
Situation 3



What would you do in a hearing if...

PC

Parties





Situation 4

- After a failed scoring enquiry, DEN 1 requests redress for a BFD
- A and B, members of the protest committee, have drunk some beer
- The Race officer finds out that person in the pin end boat who identified DEN 1 has been drinking at the bar



A



B

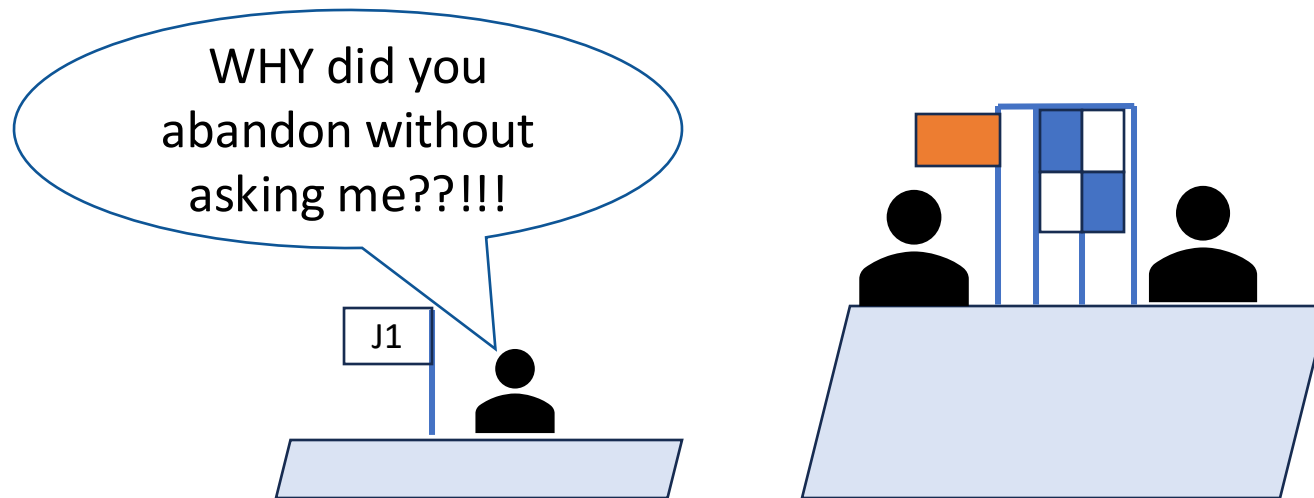
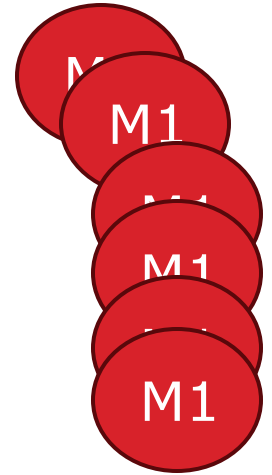


Jury room 1

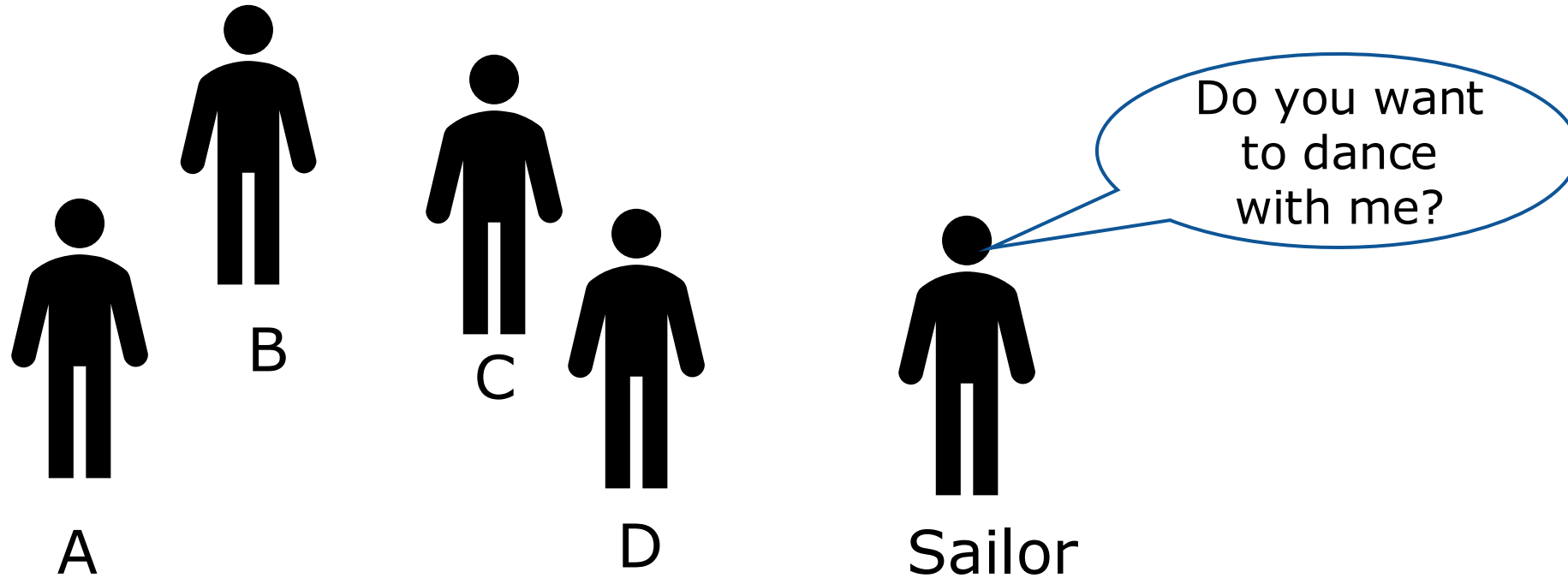
Situation 5



- The top mark drifts a lot while boats are rounding it
- The RO abandons the race
- The president of the PC comes quickly:



Situation 6

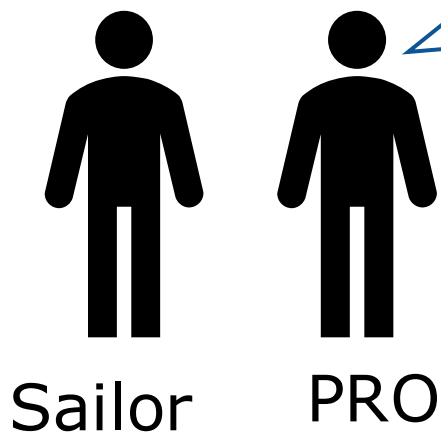


What would you do if you were A, B or C?

Situation 7



Two parties in a hearing



Yes, I did a mistake, but I don't know why you complain, bla, bla, bla...

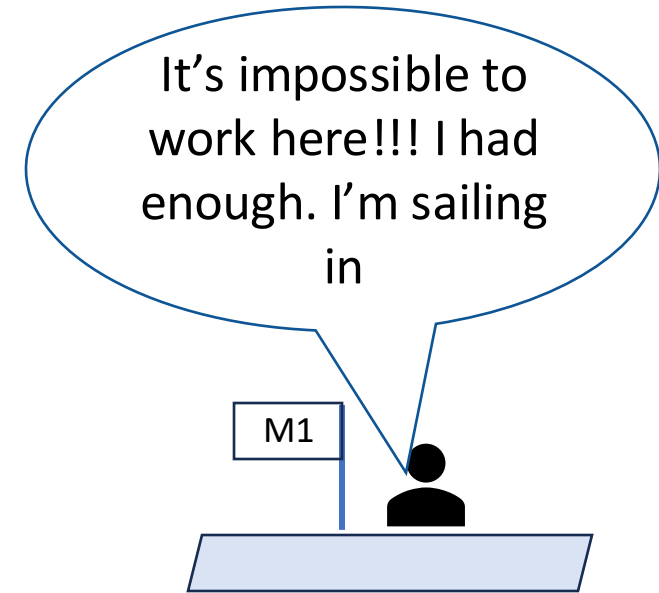
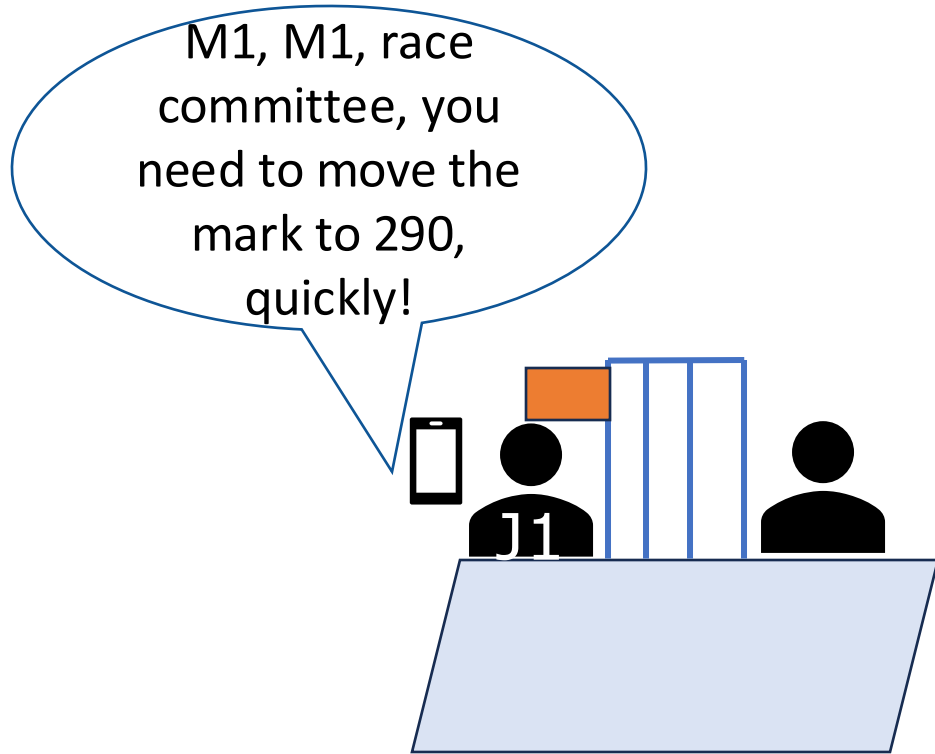
Do you think this is ok?

Is there anything you can do about it?

Situation 8



- A jury member takes control of race management



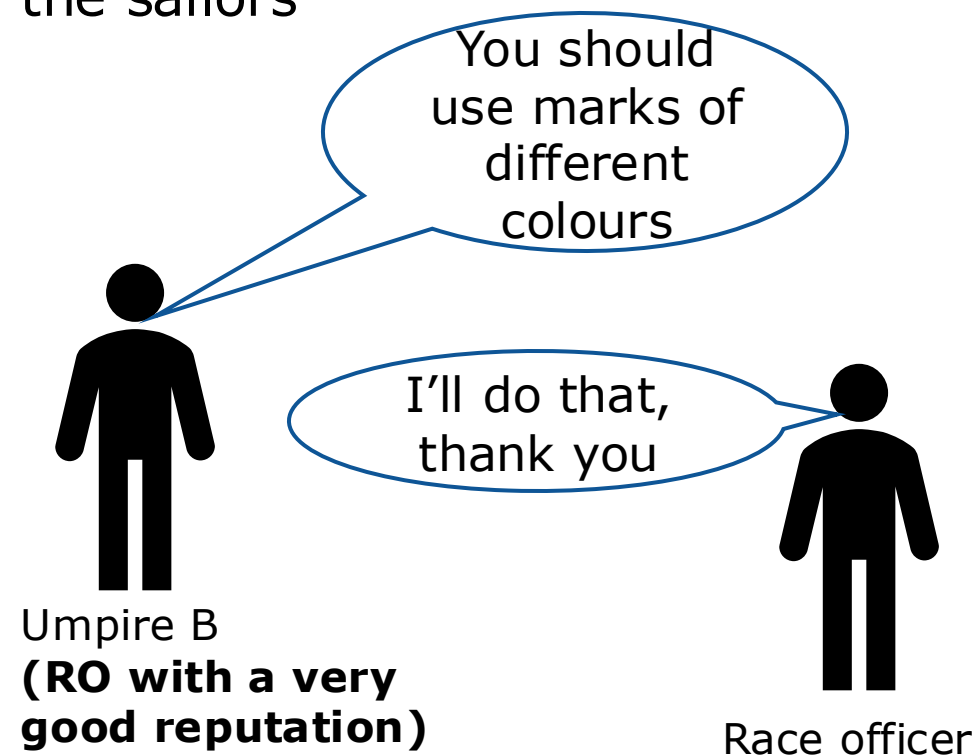
Situation 9



Before the morning meeting,
when the course is decided



After racing and confusion from
the sailors





Summary ideas

- We work together in a team
- Everybody should take their responsibility
- Respect each other and the distribution of tasks
- Diverse teams work better
- It's essential to listen to different voices and value them
- Everybody has different personalities and previous experiences
- We should try to facilitate everybody's participation





Active bystander

Imperial College
London

▶ Direct action

Directly intervene, for example, by asking the person to stop. Immediately act or call out negative behaviour, explaining why it is not OK.

▶ Delay

Wait for the situation to pass and check in with individual. Take action at a later stage when you have had time to consider. It's never too late to act.

Active Bystander Zone

The 4D's
Strategies for intervention

▶ Distraction

Indirectly intervene, for example, de-escalating by interrupting or changing the subject or focus. Useful where the direct approach may be harmful to the target or bystander.

▶ Delegation

Inform a more senior member of staff, for example, your Head of Department, Director or Manager. Use someone with the social power or authority to deal with it.

For further information please contact Su Nandy at s.nandy@imperial.ac.uk or visit the website www.imperial.ac.uk/active-bystander

Mange tak for i dag. – Vi ses på vandet!

Situation X

