

BEING A SCUBA DIVE LEADER

The dive leader is a person who is an active, experienced and *competent* responsible diver, in dive leadership and rescue skills. Dive leaders may lead others on open water dives and within certain limitations, marshal and supervise dives. As a dive leader your maximum depth is initially restricted to 35 meters but can be extended progressively up to the maximum of 50 meters.

Dive leaders, who are expected to be able to plan and participate in a wider range of diving than sport divers so the level of skills and knowledge is increased appropriately, in many circumstances may be the most experienced divers available and hence may have no one of greater experience to help them to expand their own. They need to expand their experience *progressively and safely.* Dive leaders must show continuous dedication, hard work and commitment to dive education and disciplines.

Dive leader training concentrates on the responsibilities and safety aspects of leading an open water dive. Practical lessons in rescue management and rescue skills will give you the confidence and ability to deal with those sudden **unforeseen** *and extremely rare emergencies in which a scuba diver should never be alone. The leader knows that he should work cooperatively with his team members in order to make the action itself safe and successful.*

By using the underwater diving language, members communicate with each other and confirm that they are okay or they have a problem to be fixed. A team's **SYNERGISTIC EFFECT...** The leader is responsible for evaluating each of these signs immediately and has the initiative to design whether and when to take action about resolving that problem. He has the right to cancel or finish the diving session whenever he feels he and his team are at risk. So a diving leader needs to have the ability to decide and operate under pressure with sheer **calmness** and *common sense.* Since it can be a dangerous sport if necessary rules are not applied, the leader always knows he doesn't have a chance to leave anything to luck, he doesn't have the luxury to behave by chance. He keeps in mind that he can never rely on your luck and then hope for the best underwater. For a dive leader, trying to understand the personal work preferences and motivations of his team members will earn their real respect and trust in return. *One plus one equals a lot more than two.*

When you begin to learn diving, the first and the most crucial thing to do is to observe the more experienced ones, who is probably the leader of the diving team, how he behaves and prepares himself before and during diving. Since he is not only responsible for himself but for the whole team's safety underwater, he will make sure every member and each of their equipment is completely ready before the session. In addition to personal rescue skills, dive leaders should also be knowledgeable about rescue management skills, they take on a wider role in branch diving activities.

Ensuring that, *the dive team operates within the diving regulations and all divers' sufficiently training to carry out required tasks safely is the responsibilities of a diving leader.*

He discusses the dive plan with team members before each dive. Dive leaders are able to plan dives and lead groups of less experienced divers. The dive leader employs a **RISK/BENEFIT ANALYSIS** prior to each dive. The benefit of the dive versus the risk to the diver is analyzed. Each team member has normal job duties and responsibilities; they dive only when their special skills are needed. They always have a pre-dive conference and plan everything before each mission.

The diver has the last say on whether **to dive or not to dive;** they review drawings, what and how they are going to do. Only after that they carefully go over procedures for mishaps. Commitment usually transcends the team while counselling and planning, provide the basic structure for developing a diving team. Going from a group to a team requires a few extra steps.

People under you are not simply followers who blindly go where you go, but rather are a group of people who are supportive of collaboration in order to achieve a common goal through mutual knowledge and skill sharing. A diving team members' are deeply committed to each other's personal growth and success. That's why the leader of the team always keep in mind that the team outperforms a group and outperforms all reasonable expectations given to its individual members. The ultimate in dive leadership is teaching others to become dive leaders. Once you've become a dive leader and discovered the joy that comes from sharing the fun of diving with new divers, you're ready to take it to the next step and become an instructor certifier.

slaves

farmers

others

workers

tailors

students

teachers

butchers

nurses

doctors

dish washers

malboro men

secretaries

followers

carpenters

plumbers

locksmiths

blacksmiths

laundry men

ironers

dyers

barbers

surgeons

engineers

architects

ophthalmologists

gastroenterologists

journalists

lawyers

bakers

jewelers

grocers

confectioners

restaurant owners

fish dealers

members

drunk dealers

haberdashers

greengrocers

people

people

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people

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BOSSES

CHIEFS

MASTERS

QUEENS

BILLIONAIRES

GENIUSES

SHEPHERDS

MAESTROES

ADMIRALS

COMMANNDERS

CONDUCTORS

GENERALS

KINGS

LIARS

Schneider MD, University of Rochester The transition of **power** is the year has meant; thanks the many who have helped. There is measured applause and the old **leader** shakes the hand of the new leader. As practiced words are spoken outlining the **vision** for the following year, neither **leader's** attention is on the words. The departing **leader** feels renewed, relieved and saddened at the same time. The new has moments of self congratulation, self doubt and terror. Both have sought the mantle of **leadership** and on this day in some way, both have reached the defining moment. **Leadership** is a learned behavior. Rarely is one born with the ability to lead. Even **charisma** is learned. Though many may **dream** of a **leadership role**, it is often dismissed as **"impossible."** We often think of **leaders** as a single personality type, **"BORN TO LEAD."** But in reality all that **leaders** have in common is the initiative and the desire. There is **NO** one **leadership** personality. **Leaders** are forged from all types. **Leadership** is the ability to get people to follow. **Leadership** is more than getting people to do what is asked. A good **leader** motivates people to want to do what is asked. A **leader** must provide a clear vision, a direction. They must know where they are going and why. They must communicate that vision clearly and with a **passion**. The passion and **logic** of the vision must motivate the followers to make the vision their own. Developing **Leadership** Skills Self analysis: There are many tools (such as the Personal Profile System from Carlson Learning Company) that will help to define **strengths and weaknesses**. You may be asked to take them as part of a business or **leadership** course. There is no right type for **leadership**, but a person must recognize their type and then work to strengthen their own weaknesses, as well as use their basic strengths in the area of self growth. Get involved: In order to be a **leader**, it is important to join and participate in a variety of organizations, particularly the professional organizations. One should first look at the mission of each group and the internal workings of each group. Looking at the current **leaders** reflects the **society's** values. Are these individuals heavily involved in research, clinical practice, teaching, do they all represent a specific type of institution? Research: In addition to acquiring knowledge about the organization, it is important to acquire **knowledge** about the field itself. One cannot be a **leader** in a professional organization unless you thoroughly know your field. Do not neglect your home base (your day job). A good **leader** must have the support of their institution and family. Volunteer: Volunteer for both things you know how to do, as well as things that will give you an opportunity grow. Each organization has a method for volunteering. Many times that method is open (call for participation in committees) and sometimes it is behind the scenes (recommendation of current leaders). If there is an open call, volunteer. Too many good contributors are timid about volunteering. Any organization that provides an open call for committee membership is generally seriously looking for new members. Let your mentor and others

DREAM OF A THOUSAND CATS

Fry was dozing on the floor. The couple that he lives, with has already fallen asleep. He was almost having a dream when a friend came at the window. "Are you coming?" his friend asked. "To where?", asked Fry in reply. She was here, tonight. They have heard about her before and were *curious about her speeches*, so Fry and his friend went to the **CEMETARY** to listen to her.

There was more than a hundred cats at the cemetery, when Fry and his friend arrived.

She appeared, on a high marble; A small pure-bred **siamese** cat with an old look on her face. She looks wise, Fry thought. Then, she greeted them:

"Sisters. Brothers. **Good Hunting.** And thank you for coming. I hope that when I have finished, some of you may share my *dreams.*" And she spoke to them...

She told them of the life she had before. Of the love she had once with a tom cat, and of the child's she had which were **taken away** by the humans that she was living with. She told them, how she felt when the cold water took her children. "I knew then" she said, "that I have been fooling myself. That we were subordinate. That while we lived with humanity we could not call ourselves free." "Then I dreamed."

In her dream she was on a land covered with **endless skulls** of all kinds of animals. A dead *crow* approached her asking, "Why have you ventured into the heart of dreaming little cat? There is nothing here for you." She told the bird that she has come for wisdom and revelation.

"**Wisdom?** Wisdom is no part of dreams, *little cat*, but revelation? That is province of dream. It can be yours." Then the bird showed her the mountain and told her about the cave and the cat that lives in the cave. "Seek him but **BEWARE.** The way to his cave is hard, and a little cat could come to much **harm.**"

She left the desert of bones and began the long journey to the home of the *cat of the dreams.*

The air in the dark cave had a strange scent, but still it was cat. She walked forward, carefully. Then she stood before him; A black cat, darker than than the cave itself, with shiny red eyes. "*I am here*" she said. "And who might you be?" he asked, in a gloomy voice. "A cat, a walker in night places. A dead crow sent me here for revelation" she replied, trying to sound confident. "Walk with me then, little sister, and tell me why you sought me out."

"**I** want to understand. Why could they take my children from me? Why do we live as we do? I don't understand. He replied with the same gloomy voice, "A cat may look at a king or so they say. Look into my eyes then, little sister, look into my eyes." She saw another world in his eyes.

Many, many seasons ago, cats truly ruled this world. They were larger and the whole world was created for their pleasure. They roamed it as they would, taking what they wanted. The humans of that world were tiny creatures, no larger than the cats now. They would feed the cats and pet them, and in the night the cats would hunt the humans as they wish. **Good days...**

Then a golden-furred male arose among the humans. A man with a dream and an inspiration. And it walked among its fellows and it told them, "Dreams shape the world." "**Dreams create the world anew, every night.**" He was influential.

"Do not dream the world as it is now, in thrall of our feline masters and mistresses. Dream a new world in which we are the dominant species. In which we are the kings and queens and gods. Dream a world in which we no longer be hunted and killed by cats." There was more than a thousand humans listening to him, carefully. "I do not know how many of us will it take, but we must dream it, then it will happen."

And he added, shouting "**Dreams shape the world.**"

The word spread amongst the humans. Some of them believed and they dreamed, and for a while nothing happened. Then one night, enough of them dreamed. It did not take many of them. A **thousand** perhaps, no more. *They dreamed ...*

And the next day, things changed. **HUMANS** were huge and *cats* were tiny. Humans were dominant species and the cats were prey to them, to their metal machines, to their dogs.

"So they dreamed the world into the form it is now?" she asked. "Not exactly" he replied. "They dreamed the world so it was always the way it is now, little one. There never was a world of high cat-ladies and cat-lords. They changed the universe from the beginning of all things, until the end of time."

"Do you understand now?" he asked. She shook her head. "Then you know what your task must be," he added, "You know the **burden.**" "Yes, I do" she answered, and she woke up with his voice in her head "Then wake up my child, with my blessing."

"So you see?" she addressed to the cats, that are now silently listening in the cemetery. "*If they could dream it...*"

We could change things back. If we believed. If we dreamed."

SWALLOW MYSERY AND SORROW

Clearly, **LEADERSHIP** would have to entail a disciple and a character to be followed; hence the entire concept is based on the divine principle of harmonious relations and the mutual consent of both parties to participate in the fixture of leadership. Being guided and **guiding** are equally different and complex tasks, where it involves particularly **strong will and the other** determination. Leadership might transpire **in a variety of form, yet it is at** all times a combination of disposition loss and its equally parallel gain. This yarn will be about simple people and simple goals; a paradigm of everyday life which may well occur to any given individual, at any given day. Dogmatically speaking, this incident did not take place at a location which will be unveiled to the reader; the participants ought not be revealed either, as to the main contraindication for the core of the crux being the **possibility of such commotion to anyone**; yet this possibility is what generates interest and stimulation in the reader, for the reason of it happening to them. A credential of the account should be bestowed to the addressees, as the field of which the narrative consists is inpatient and equivocal, taking place in a historical area, during disturbing times.

An-Mei Hsu, from her childhood has been aware of the fact that her mother is despised by her entire family, the family that An-Mei was **forced** to live with, and was raised by. She felt the unwelcoming cold, not only of her physical surroundings, but also of her unsolicited presence in the domicile; the family caring for An-Mei treated her formally, was detached from her affairs and relentlessly reminded the child of her mother's profession, who was a concubine of an affluent man, a month's travel away from where An-Mei was subsisting.

The girl was taught to **desire nothing** **to swallow other people's misery, to eat her own bitterness, because she could not speak up and express her feelings** due to her mother's occupation. Once, **her mother appeared at the house where** An Mei was being raised by her distant relatives – the woman came to **pick her daughter up, in order to take her**

away, settle her in with her extended family and her husband; the woman was concubine number four, which is a wretched numeral according to the Chinese. An-Mei's mother pilfered her away with her, alighted to her at concubine house, and commenced her education. The woman brought An-Mei **to a superior place** compared to the one she was previously in, arranging her needs and life according to a traditional, yet modernized way of life. Shortly after their arrival at the concubine house, the man in possession of An-Mei's mother brought with him a new concubine, causing problems and unrest amongst his other wives; his first wife – already uneasily related to An-Mei's mother was instigating predicaments for her mother, causing rivalry amid the wives and their man. Eventually, the girl's mother died **under tragic circumstance,**

yet to her she was a leader in more ways than one. This could be explained by specifically noble deeds of An-Mei's mother, her intentions and her will for her daughter's future accomplishment; wishing the preminent for her daughter, considering her needs and wants, composing them correctly – all of the above mentioned begot An-Mei's life to convalesce. Her mother's final wish prior to her passing away, was for An-Mei to learn how to shout. An-Mei's mother set herself as a role model for her daughter and warned her that if one swallows other people's sorrow, they themselves become mournful, because those who cry provide provisions for those **concealment** **who don't; furthermore,** An-Mei's mother presaged her to keep herself **for if she would not, others would ultimately** obtain joy in nourishing on them. In conclusion, it could be said that leadership does not necessarily have to prevail in direct action of the cliché sense of guidance and control; bearings and assistance can be provided on a sub-consciously concealed level, that way only enhancing the effect of the leader's words and influence. **A virtuous example of such a situation** is An-Mei Hsu – a habitual girl with conventional lineage problems; she tries to find acceptance in fitting in, yet her true serenity occurs after she follows her mother's advice and utilizes her as a role model. For the reason that her mother died when she was a child, the task of overcoming her mother's absence became **all the worse for the** infant, as her tragedy was that of a serious scale. However, **by being a follower of a** **Strong**

leader she later overcame her tragic experience. An-Mei Hsu's mother was clearly a leader; she taught her to shout at a young age, and for the rest of her life, An-Mei no longer swallowed other people's misery and sorrow.

THE ESSENCE OF LEADERSHIP

As the author of this column, I receive a number of questions each month on the topic of leadership. Manu asks how young men and women in India can be taught to think about leadership. A pharmacy director in the U.S. is having **difficulty** firing up a small number of workers who are not engaged in their work. Linda wants tips on being more decisive. An executive leading a cross functional team asks: “*How can I* motivate them to stay committed to the team and focused on our goals when they have their day-to-day work responsibilities?”

The **answers** to these questions begin with the very basics. What is the definition of leadership?

In my experience, “business leadership” is often associated with a CEO of a company who made a lot of money and got rich in the process. Yet when clients tell me their company needs leadership, impressive job titles and large salaries aren’t what they’re after.

We say, “So-and-so is a born leader”. No such thing. **LEADERSHIP** is a relationship between a person and a group plus the skills to guide the group to success. As with any relationship, success depends on both parties.

One group’s stellar leader may fail utterly when leading another group. The lack of competent leadership is the number one complaint I hear from non-CEOs. Rather than just study leaders (thousands of books on leadership cover that ground), I’ve asked hundreds of people who they follow and why. They say leadership is **emotional**; it’s about inspiration, motivation, and connection.

Unlike management, it doesn’t lend itself to systems, structure, and traditional classroom teaching. What inspires people to follow is surprisingly consistent, and surprisingly simple. But be forewarned: Simple doesn’t mean easy!

Call it “vision”, or “mission”, but it all boils down to one thing: First and foremost, people look to leaders for direction. Only by knowing their organization’s direction can people apply themselves to achieve their goals. It needn’t be formally stated; the leader’s actions and decisions convey the direction to the company. The direction needs to pervade every decision and conversation within the company, and it’s the leader who makes that happen. Providing direction for others is a key to creating a leadership relationship.

Even with direction, people must trust a leader. **Trust** is built on honesty and integrity. People want the truth from their leaders. Outrage from Watergate, the Monica Lewinsky affair, Enron, and many other public scandals were fueled less by the events than by the accused parties’ cover-ups and lies. When Salomon Brothers covered up improper trading in an early-1990s scandal, it fueled the flight of a billion-dollars’ worth of customers as people lost trust in the organization. Warren Buffett rescued the company by using complete and total candor with Wall Street and regulators as a way of restoring trust. Far from being a disaster, telling the truth proved astonishingly effective in quickly restoring the company’s integrity, with a minimum of fines.

Leaders must have integrity, establishing clear values and living those values. One of my clients worked for a newly public company whose CEO urged employees to hold their shares to keep investor confidence high. He then sold several *million-dollars’* worth of his own shares. He responded to his employees’ feelings of betrayal saying, “It was just a small percentage of my holdings.” But that didn’t matter! He contradicted himself by selling shares while exhorting his employees to hold theirs. It killed his leadership.

Interestingly, the key is having actions match values, more so than what those values are. If one leader values quality and another values speed-to-market, they will simply attract different people to their organizations. But in either case, they must live their values consistently.

Consistency is another vital leadership element. When a leader changes direction with the market fad-of-the-day, or when his or her values shift according to the latest public opinion polls, people stop following. People want dependable leaders who provide a touchstone in times of change. You may ask: In a world of constant change, don’t we need to shift and adapt? Of course. But you must choose a direction and values that stay stable even while adapting your tactics.

Lastly, followers need to feel connected to their leaders. *Leaders* almost always connect through shared values; that’s one reason followers leave when a leader doesn’t live his or her values. Helping people feel they are part of something much greater—giving them a personal vision—is another strong tactic. For instance a leader in the healthcare industry may say, “You’re not just joining our company, you’re becoming part of transforming the world of healthcare.” Recognizing and rewarding employee achievement helps cement the connection. On the other hand, taking credit for others’ work is a powerful connection destroyer.