

LEADERSHIP

“Never doubt the capacity of the people you lead to accomplish whatever you dream for them.”

Ben Zander

Awakening Possibility

- Downward spiral conversations vs conversations that radiate possibility
- Every time we open our mouths we can chose to be leaders

Downward spirals - barbershop music.

Every dictator aspires to be a conductor. I practiced that model of conducting for years. It wasn't until I was about 45 that I realized something amazing: The conductor doesn't make a sound. The conductor's power depends on his ability to make other people powerful. That insight changed everything for me. I started paying attention to how I was enabling my musicians to be the best performers they could be. My orchestra noticed the change immediately. They asked, "What happened to you?"

Leaders depend on their power to make other people powerful



Success-Failure Game

- The Success Game runs in an endless win-lose cycle — which means that the people in it live with a sense of anxiety and fear.

Too much of the business world uses a narrow definition of success. I used it myself for a long time. I could not focus on what I had in front of me. I could think only about what else I ought to be doing, and whether that was enough.

Then, one day, I had an epiphany. I realized that this is all a game we're playing. It's called "the Success Game" — or, I suppose, "the Success-Failure Game," because failure follows success everywhere. The Success Game runs in an endless win-lose cycle — which means that the people in it live with a sense of anxiety and fear.

The Contribution Game

- 'You wake up in the morning, convince yourself for a few minutes that you are a contribution, and you go out and contribute. Then you go to bed and do it again the next day. What I've discovered since I started the Contribution Game is that people have an endless amount of energy for it.'

The Success Game vs. the Contribution Game. When we play the Success Game, life looks like an obstacle course, in which our task is to overcome hurdle after hurdle.

We can distinguish that mode from another state of being, which I call "radiating possibility." Anyone can step into this mode simply by waking up in the morning and saying, "How am I going to contribute today?" That way, we see ourselves as part of a team of human beings — which gives life relevance. A new role for the leader in our time is to transform the conversation from that of a downward spiral to one of radiating possibility.

So I invented a new game, called "I Am a Contribution," or "the Contribution Game." It's easy: You wake up in the morning, convince yourself for a few minutes that you are a contribution, and you go out and contribute. Then you go to bed and do it again the next day. What I've discovered since I started the Contribution Game is that people have an endless amount of energy for it.

Sure, goals can be energizing — when you win. But a vision is more powerful than a goal. A vision is enlivening, it's spirit-giving, it's the guiding force behind all great human endeavors. Vision is about shared energy, a sense of awe, a sense of possibility. That's what fuels the Contribution Game — and that's what's behind all great performances.

Everyone student gets an A

Teachers.tv

Shining Eyes



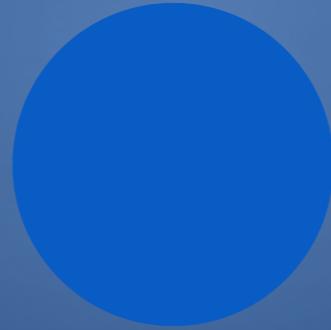
Inner Conversations

- My job as a conductor, as a leader, is to teach musicians to be expressive performers of great music. The problem is that often they cannot let that music through to the audience — because of what I call the “conversation in the head.”
- As a leader, I’m always looking for ways to silence that voice.

My job as a conductor, as a leader, is to teach musicians to be expressive performers of great music. The problem is that often they cannot let that music through to the audience — because of what I call the “conversation in the head.” In any performance, there are always two people onstage: the one trying to play, and another one who whispers, “Do you know how many people play this piece better than you do? Here comes that difficult passage that you missed last time — and you’re going to miss it again this time!” Sometimes that other voice is so loud that it drowns out the music. As a leader, I’m always looking for ways to silence that voice.

Changing Behaviours

- People subscribe to why you do, not what you do.



Why Martin Luther King? Not the only great orator of the time.

Why Wright Brothers for first flight, others better qualified and better funded.

World's simplest idea - golden circle.

Simon Sinek.

What, How, Why.

Everyone knows what, most know how, but why? Wide as involving in barbershop, or why teach what you teach.

Outside to inside - most leaders. Go from the clearest to the fuzziest.

But great leaders go from the inside - out.

le Apple.

A Vision

- The new leader's job is to create a powerful vision that allows room for things to occur that are as yet undreamed of. The leader must hold the definition of the vision so clearly that all the players involved are able to align with it daily.
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Vision has to be for everyone.

Vision vs Goal vs Objective

- **Vision:** a statement that describes how the future will look if we achieve our ultimate aim
- **Goals:** Broad, long-term aims that define accomplishment of the mission
- **Objectives:** Specific, quantifiable, realistic targets that measure the accomplishment of a goal over a specified period of time

1st Rule of Leadership

- Rule number 6, don't take yourself too seriously.
- We get in the way of ourselves

QUALITIES OF A LEADER

- Be Genuine
- Be Respectful
- Be Empathic
- Be Positive
- Recognise the Positive
- Counter Negative Beliefs
- Accept and Improve
- Go for the Gold

Leadership and Relationship

Effective leadership in the barbershop chorus is largely a function of relationship. The important elements of relationship include genuineness, respect and empathy in an atmosphere of caring and joy in the pursuit of achievement. Please discuss and consider the following points:

Be Genuine – Genuineness is appreciated in leaders because it engenders consistency in the way people relate and reflects the honesty and reliability of the leader. We all know ourselves to be fallible, prone to occasional error, capable of misjudgment and likely to behave in contradiction to our values when under stress. When we keep that in mind, our self-opinion stays within useful bounds, we moderate our behaviour extremes and we generally act within our values. When leaders act out in pride, selfishness or tyranny, respect is lost and effectiveness wanes.

Be Respectful – Respect in a leader is not a function of their apparent superiority, but rather a function of their genuineness and attitude of respect towards others. An attitude of helpfulness, a willingness to give time and attention, and the habit of acting out of personal integrity all engender respect. Superior knowledge and skill is useful and appreciated, but it must be shared respectfully.

Be Empathic – A good leader is much less consciously aware of self than he is aware and concerned about the others around him. People let us know how they feel by their posture and demeanor as well as by what they say and how they say it. A good chorus or quartet warm up has the virtue of pulling the disparate feelings and attitudes of the group toward the group's common aim and purpose. It serves the purpose of establishing rapport around who we are and what we are there to do. A

Developing Leaders

- Four Key Elements
 1. Assess the leadership potential within the membership
 2. Create opportunities for leaders to experiment and practice being a leader
 3. Recognise effort as individuals develop
 4. Make possible training and education

Leadership Development in the Chapter.

By Dr. Paul Tamblyn Past Chair CDDC

Chapter growth and success can be traced to the excellence and depth of both the musical and administrative leadership teams. In successful chapters the out front leaders are individuals willing to share the spotlight, encouraging and empowering others, realizing that a team approach achieves more success than one leader alone. Developing full potential of as many leaders as possible in the chapter is a fundamental and essential goal to achieve and sustain chorus excellence.

There are four key elements:

Assess the leadership potential within the membership.

Create opportunities for leaders to experiment and practice being a leader.

Recognize effort as individuals develop.

Make possible training and education in the Barbershop setting.

Assessment of Leadership Potential.

Leaders can be identified by:

The talents and skills of chapter members as shown by a survey of previous life and work experience, current work situation and desire to be involved

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 2. Their ability to relate to others in a positive meaningful way
 3. Demonstrations of their skills in situations that are non threatening and of short duration

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Build a Functioning Team

- Section Leader
- Assistant Directors
- Performance Leaders
- Chorus Members
- Quartets within chorus
- Music Theorists

Building a Functioning Team

How to lighten Your Load And Direct Happily Ever after

So often, directors leave directing because they are burned out. In actual fact it is more of a question of one person trying to do too many things.

What if it were possible to have the director do the things that he loves best and find people to lighten his load? How could this take place in a chapter where the director is the do it all guy?

Here are some possible strategies to have more people involved in the rehearsal component.

Have the section leaders come down front and listen for section unity and note accuracy prior to a section rehearsal. This allows them to identify and prioritize the needs of their section. This demonstrates to the section leaders that they are important and have responsibility. This frees the director from having to fix everything. It also avoids one section rehearsing and three sections standing.

Have an assistant director come down and direct. The director just listens for the biggest issues that need to be addressed. This allows him to prioritize and teach more effectively.

As a song is being rehearsed have the performance leader call down front the individuals who are best involved in selling the song. Have them turn and face the chorus

Strategies for Showcasing Potential New Talents

- Ask volunteers to accept simple tasks that are clearly defined and of short duration.
- Survey a section and ask them who they would like to have as their section leader
- Invite a member of each section to come down front and listen to the section in rehearsal to identify the positive value that the singers are bringing to the chorus

Leadership Strategies for Showcasing Potential New Talents.

Ask volunteers to accept simple tasks that are clearly defined and of short duration. “Bob, would you come down front and find the most active face in the chorus and invite him to come out front and demonstrate for the chorus” or “Jim, you are singing that lead line so well, would you please demonstrate that for the rest of the lead section.” or “Bill would you listen to this quartet and tell them three things that they are doing well” Always thank them for their contribution and skills in being observant and skilled with positive feedback.

Survey a section and ask them who they would like to have as their section leader. Being selected by our fellow singers is always an honor, developing trust and confidence on the part of the one identified. This opens a door to developing leaders.

Invite a member of each section to come down front and listen to the section in rehearsal to identify the positive value that the singers are bringing to the chorus. A director can then identify those who can encourage men to be better singers.

Recognition and development of individuals

A director can invite a member with potential to come down and say: “Barry would you direct this phrase so I can just listen to the smoothness of the line” . Those who can work with others to achieve a common goal are those who can lead.

A section leader can invite a singer to prepare for next week’s rehearsal the line in the difficult key change. Those who take challenges on are those who can lead.

A Chapter president can invite an individual to organize a one day workshop for quartets, a Chorus Director Workshop Intensive, an Outstanding in Front workshop or an inter chapter meeting. These are high impact events and short term providing opportunity for lots of positive results and celebration for all. Those who can plan and

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- Those who can work with others to achieve a common goal are those who can lead.
- Those who can give clear feedback can lead. Those who seek feedback are great leaders.
- Those who take challenges on are those who can lead.
- Those who can plan and organize can lead.
- Those who can resist the desire to be critical are those who can lead.

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The program VP can invite a strong lead to sing a melody line next week so that men can woodshed to a new melody. Those who prepare in advance are those who can lead.

A chapter president can invite a member to monitor the length of time he spoke during the business meeting. Those who can give clear feedback can lead. Those who seek feedback are great leaders.

A director can invite each man to listen to the voices around him and then be prepared to tell those two or three what he liked about their voices. Those who can resist the desire to be critical are those who can lead.

Bottom Line

- Leaders can only be found if we are willing to step back, observe, create space and take risks. If we choose unwisely there is no great loss. However, when we find unpolished gems, think of the possibilities!
- Leaders can only develop if we are willing to give them space to grow and learn.
- Leaders can only grow if we send them to the best training opportunities. Find your hidden gems, bring them into the light and then polish them.

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Leaders can only develop if we are willing to give them space to grow and learn. If we are a one person show, we do our chorus a disservice. Each of us has the responsibility to cultivate and develop leaders for the future. We could be gone tomorrow. Then who carries on for the chapter? How can we imagine we are the only ones capable of leading?

Leaders can only grow if we send them to the best training opportunities in our divisions, districts and Harmony University, where outstanding programs are available. Find your hidden gems, bring them into the light and then polish them.

You, as the true leader, can then bask in their success and watch them shine. You are then the mentor adding value and making a lasting difference. Your men, chapter and the society will be always grateful because you shared the spotlight.

Practical

- Ask for permission
- Don't infect the MD spot
- Involve everybody
- Positive reinforcement
- Positive approach to improvement
- Positive vocabulary
- Provide reason!

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