

February 12th, 2020

Viking Leaders

Developing Self

AS MUSICIANS, WE DEVELOP OUR CRAFT

- Tone
- Articulation
- Technical Studies
- Sight-reading
- Timing
- Musicianship
- Breathing
- Performance Dynamics

You lock yourself into a practice room for an hour (or five)
And work towards perfection of these elements.



But there is another side musical organizations
or ANY organization for that matter.

The people side of things

To make great music..
To have great performances..

we must

CONNECT

(with people of course)

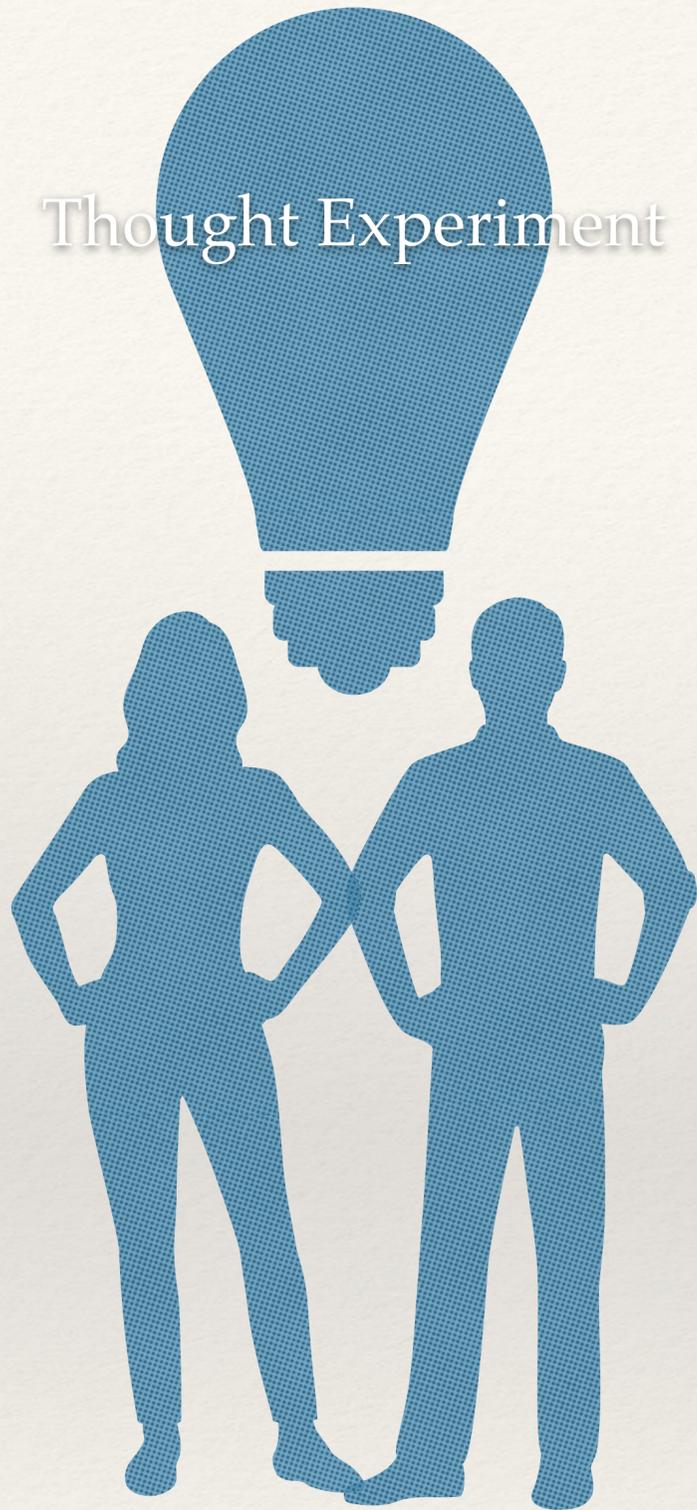
Collaboration



People succeed when people work
TOGETHER

Don't let technology
get in the way...
make an effort to
connect with
people. The vessels
of any great group
are the **PEOPLE**
within the group.
great interactions
are vital.

Thought Experiment



What is your favorite group that you've ever been a part of? (family, school, church, etc)

What were people like in this group?

How did they treat you? How did they treat each other?

Now flip it...

What's an organization you DIDN'T enjoy?

What were people like in this group?

How did they treat you? How did they treat each other?

READ AND THINK

In order for a culture to thrive, the individuals must cultivate the soil. In order for the individuals to cultivate, they must be aware of themselves and how every interaction bears significance. Every smile, every “how are you?,” every empathetic moment, every thank you note...we could go on for days. The top named-leadership positions, the middle managers, and the no-titles-at-all must carry the message.

In order to carry that message effectively, one must be concerned with **developing self**.

What does “develop self” mean!?!



Similar to learning ANY skill — shoot a basketball, play a scale, toss a rifle — certain techniques allow you to perform that skill effectively.

Your instrument is now your habits and behaviors. Your fine-tuned interactions with others.

We must develop these skills to create a **thriving culture**.

We can create a deliberate culture, the culture we *desire*.



READ AND THINK

We must pick up the mirror and look at ourselves. What are our habits? —the good, the bad, and the ugly. As we learn our tendencies, we then begin to adapt our behaviors to make sure we are always presenting our best self, that our interactions result in positive and productive outcomes.

HOMework

Focus on behaviors:

- Don't criticize, condemn, or complain.
- Give an honest compliment at least once a day for the next week. Record your compliments and people's reactions.