LEADING THE LEADERS

Growing Beyond the Leadership Workshop

Presented by Frank Troyka 2014 Conn-Selmer Institute

The Concept of Authority

- Where power comes from
- Implicit power and implied power
- The power and limits of a title
 - o Teachers; bosses; police officers
 - Student leaders

Selecting Leaders

- Your value system
- The selection process
 - Transparency
 - o The audition and the duties should be congruent.
- The problem with "Lean and Mean"

Levels of Student Leadership

- Instructional Leaders
 - o Drum majors, section/squad leaders, drill instructors, etc.
 - Selection is by audition.
- Logistical Leaders
 - Quartermaster, Field Crew, Attendance Crew, Electronics Crew, Loading Crew
 - Selection is by audition and/or appointment.
- Elected Leaders
 - o President, Vice President, Historians, Ensemble Representatives
 - o Duties and responsibilities of office
 - Selection is by popular vote.

The Concept of Peer Leadership

- The source of all influence
 - Going from EXTERNAL to INTERNAL
- Characteristics of strong student leaders
 - They are mature.
 - They are articulate.
 - They are passionate.
 - They have vision.
 - They have integrity.
 - o Their traits are observable.
- Born leaders?
- The ultimate objectives of a student leadership component
 - o To create and perpetuate a culture of excellence
 - To build skill and commitment from the bottom up

Observable Traits of Effective Student Leaders in Music

- They are strong performers.
 - o Not necessarily first chair, just going somewhere
 - Others see them practicing.
- They are approachable; they show humility.
 - o Review rehearsal etiquette, procedures, and expectations.
 - Identify behaviors that inhibit rehearsal.
- They are good communicators.
 - Avoid meaningless phrases and "kid speak."

(Try to; Make sure; See if you can; Does that make sense? Can everybody hear me?)

- Favor closed statements and questions:
 - 1. They are factual.
 - 2. They are fast.
 - 3. They are easy.
 - 4. Control stays with the questioner.
- o Generally, avoid open statements and questions:
 - 1. They are based on feelings and opinions.
 - 2. They take longer to answer.
 - 3. They invite thought and reflection.
 - 4. Control shifts to the respondent.

Ongoing Training: It Never Ends!

- The leadership workshop is a point of departure, not arrival!
- On-the-job feedback
- Periodic re-training
- Leadership Inventory

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