

CULTURE BUILDING: EMERGING FROM COVID-19 WITH EXCELLENCE AND COMMUNITY

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GOALS FOR TODAY

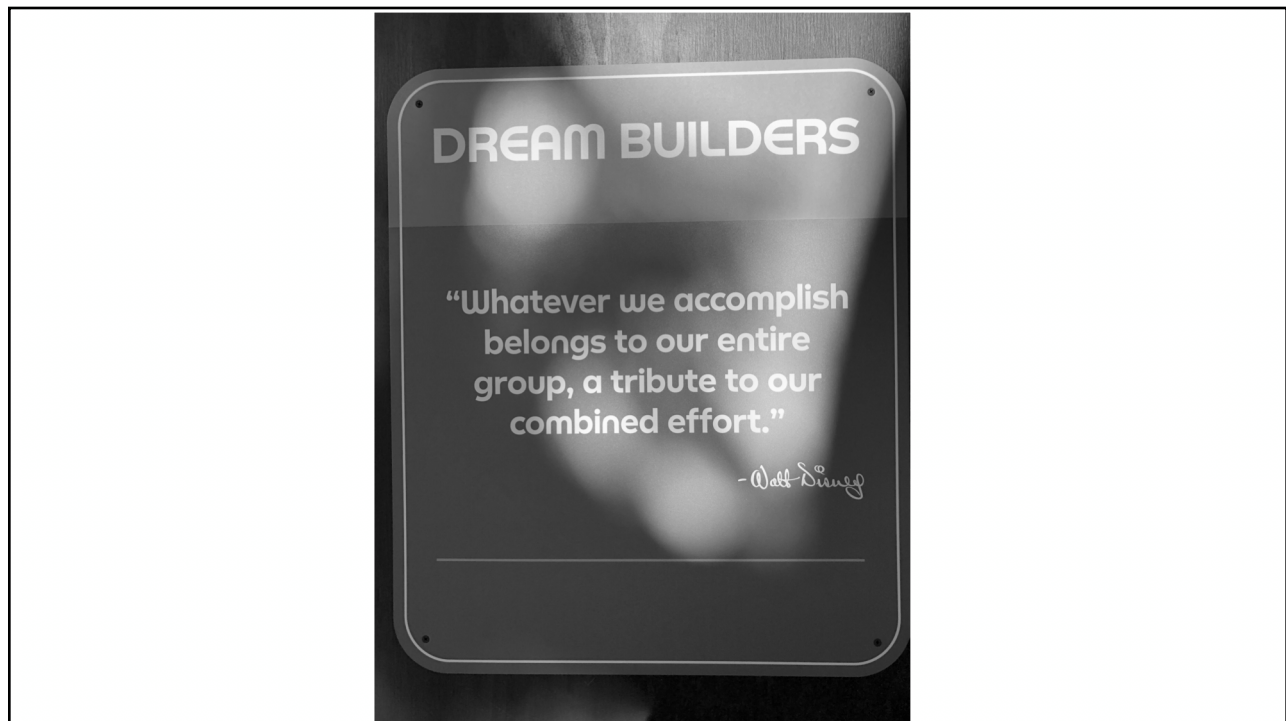
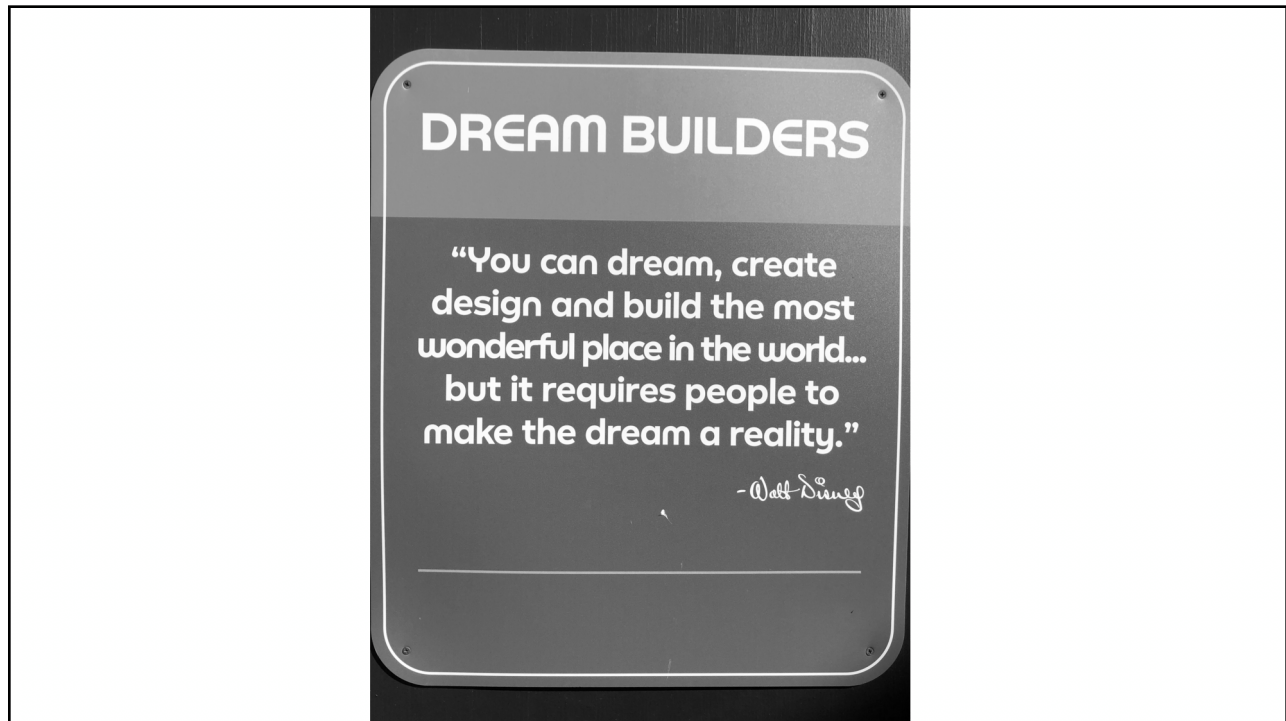
- What is culture?
- Why does culture matter?
- Principles of culture building



WHAT IS CULTURE?



CULTURE: FROM THE LATIN 'CULTUS'
WHICH MEANS 'CARE.'



CULTURE IS ABOUT...

Who



CULTURE IS ABOUT...

What



CULTURE IS ABOUT...

How



WHY DOES CULTURE MATTER?

- It pervades and influences **EVERYTHING!**
- Facilitates **LEARNING** and **EXCELLENCE.**
- It is what students **REMEMBER.**

WHAT DOES SCIENCE SAY?

Cognitive areas

- Classroom community was a strong contributor to student satisfaction, and contributed to *actual academic performance*.¹
- Students with strong communal ties were more likely to attend class, to remain enrolled in class, and to graduate.^{2,3}
- A shared sense of community was shown to *increase* a student's likelihood to contribute during class discussion and *decrease* a student's feeling of personal anxiety in the classroom.⁴

WHAT DOES SCIENCE SAY?

Cohesion = task and social dynamics

- Overall, cohesiveness enhances group productivity (unless overemphasized).^{5,6}

Sports

- The more cohesive a team becomes the more successful it is in performance.^{7,8}

Music ensembles

- Results align with studies done in sports.⁹

5 Beal, D. J., Cohen, R. R., Burke, M. J., & McLendon, C. I. (2003) Cohesion and performance in groups: A meta-analytic clarification of construct relations. *Journal of Applied Psychology*, 88, 909-1004.

EFFECTS OF THE COVID PANDEMIC

- A high prevalence of COVID-19-related fear was noted among children and adolescents, as well as more depressive and anxious symptoms compared with prepandemic estimates.¹⁰
- Many adolescents experienced increased depressive symptoms, negative affect, and loneliness, and lower academic adjustment during the pandemic, particularly those that were already at risk before the pandemic.¹¹
- 80% of young adults reported significant depressive symptoms during the pandemic.¹²
- Teacher support buffered against the negative outcomes associated with self-isolation during the beginning of the COVID-19 pandemic.¹³

10 Samji, H., Wu, J., Ladak, A., Vossen, C., Stewart, E., Dove, N., Long, D., & Snell, G. (2021). Mental health impacts of the COVID-19 pandemic on children and youth—a systemic review. *Child and Adolescent Mental Health*

VALUES: ORGANIZATIONAL AND PERSONAL

What is your vision?

- “I want to have an ensemble/program that values_____.”
- “I want to work with people who value_____.”

Now, think about the current state...

- “This ensemble/program values_____.”
- “These people value_____.”

KEY PRINCIPLE #1 - ACCEPTANCE

- Loneliness
- Time
- Listening
- Personal connection
- Repeated reminders of “you matter” and “you belong”

“THE BIGGEST SCOURGE IN SOCIETY TODAY”

- As many as 80% of those under 18 years of age report being lonely at least some of the time.¹⁴
- 3 out 5 Americans report that they are lonely.¹⁵
- 80% of young adults reported significant depressive symptoms during the pandemic.¹⁶



OUR MOST PRECIOUS GIFT



LISTENING



PERSONAL CONNECTIONS



TEAM-BUILDING



REPEATED REMINDERS

“People often
say **motivation** doesn't last.
Neither does **bathing**—that's
why we recommend it daily.”
~Zig Ziglar



KEY PRINCIPLE #2- TRUST

- Who can I trust?
- How is trust built? Time. Consistency. Proof.
- Relationships and Safety
- Gossip
- Integrity: from the Latin “integer” which means “whole.”
- Consistent. Predictable. Intentional.

KEY PRINCIPLE #3- EXPECTATIONS AND STANDARDS

- Set the bar high
- Clarity
- Rigorous, but not ruthless
- Consistency
- Rewards
- Three biggest culture killers: low expectations, inconsistent expectations, and gossip.



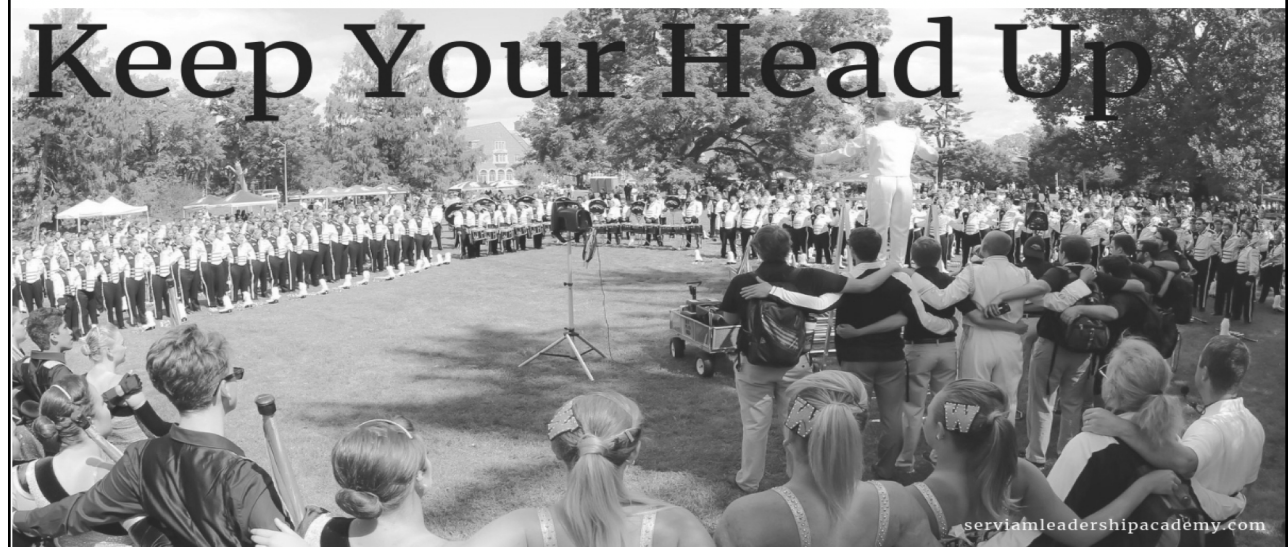
KEY PRINCIPLE #4- COMMUNICATION

- High functioning cultures are saturated in communication
 - What are we doing?
 - Is this correct?
 - What needs to improve?
 - Where are we going?
 - Are we on track?
- Verbal, Non-Verbal, and Listening
- Feedback
- Honest
- Optimistic and Positive
- Quotes

“Learners need endless feedback more than they need endless teaching.” ~Grant Wiggins, author

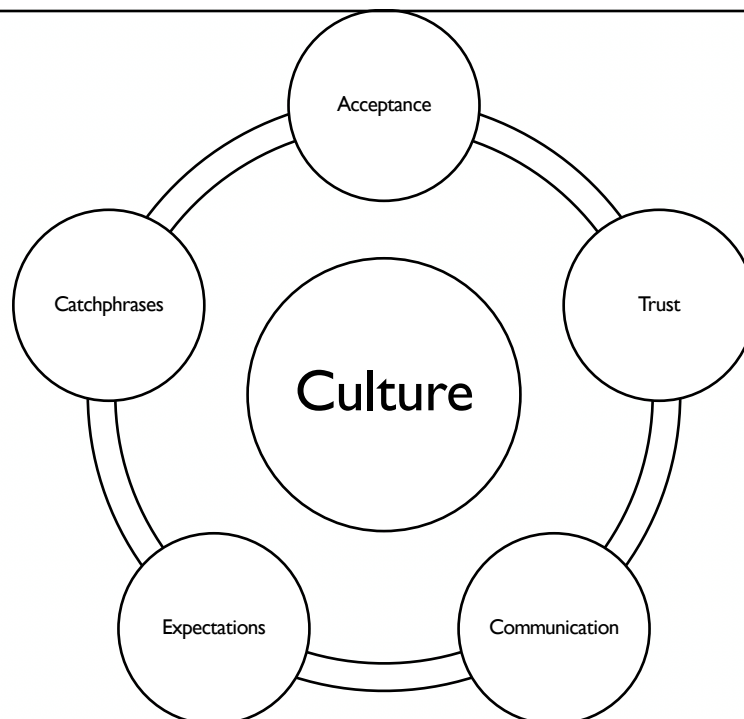
KEY PRINCIPLE #5- CATCHPHRASES AND SAYINGS

- Short, simple phrases that express a deeper ideal and create unity across the members.
- Encapsulate the values and ideals of the program in just a few words.
- Guide us as we go through the daily efforts of rehearsal and interactions. (who, what, how)
- Serve as reminders that bring us back to who we are, why we do what we do, and how we do it. And connect us to our standards.
- In other words, they define our culture.



KEY PRINCIPLE #5- CATCHPHRASES AND SAYINGS

- “Serviam”
- “Look great, sound great”
- “Fist”
- “Semper Fidelis”
- What is your catchphrase?



CODA



YOUR UNIQUE CULTURE

- Thank you for attending. Questions?
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