

It's All About Culture

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It's not just a goal or a mission statement, a great culture of success within in your organization must be taught and part of your everyday routine. Standards define your program, but tradition and day to day practices install those standards and keep them in place.

1. Define your desired culture. Certainly, musical growth and excellence will be at the top of the list, but do not ignore the other important aspects of a quality organization.

Be willing to tackle the less than fun parts of teaching responsibility and group values.

First Class or none.

The way we do anything is the way we will do everything.

2. Rehearsal techniques that feed the culture.

Accountability without constant testing or going down the row.

Day to day routines that advance the culture of musical excellence.

Why do students want to play well for you?

3. Students follow great teachers.

We must be the shining example of the desired culture.

How to keep students in the program when they have many other options in the school.

Director traits that matter.

4. What makes it fun to be a member of the organization?

Camaraderie and friendships certainly matter, but the students must also experience the rewards of hard work and achieving excellence.

Traditions will help the students believe their program is unique.

5. Everyone has a place in your program.

School musical organizations have traditionally found a place for everyone. That is even more important today, and we must insure that our “welcome” sign is in place and turned on and that we find a way for everyone to participate and feel worthwhile.

Everyone, title or not, is a leader in their own way. Everyone can and should contribute not only to the musical success, but also be a part of growing the culture of excellence.

Work Hard, Be Nice.

Summary

A culture of success and excellence is not only a classroom goal, but it becomes outwardly noticeable to everyone and convinces the school, parents and community of the value of your program. We are constantly competing for students and for their time and talent. An organization that displays greatness and quality in everything it does will not only be recognized for their performances and musical greatness, but also for the overall value to the students in all aspects of their life.