

**Orchestra Leadership Academy**  
***Nurturing and Sustaining Effective Leadership***

June 17-18, 2013

The Hyatt Regency at the Arch in St. Louis  
315 Chestnut Street, St. Louis, Missouri 63102

This seminar addresses the challenge of sustaining effective individual leadership. It will help Executive Directors, Board Members, and other leaders enhance their own effectiveness - and the effectiveness of others. Participants will chart a personal course that will ensure greater personal resilience and satisfaction while enhancing value to their orchestras.

*Faculty: Ronnie Brooks, founding director, James P. Shannon Leadership Institute*

**Monday, June 17, 2013**

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| <b>1:00-2:00pm</b> | <b>Welcome, Overview &amp; Participant Introductions</b> <ul style="list-style-type: none"><li>• Goals of the session</li><li>• Participant Introductions: define issues and expectations</li><li>• The importance of clarity and continuity</li></ul>                                     |
| <b>2:00-2:45pm</b> | <b>What Leadership Is and What It Requires</b> <ul style="list-style-type: none"><li>• The changed nature of the environment in which we are working</li><li>• What we mean by effective leadership and why it matters</li><li>• The forms and functions of effective leadership</li></ul> |
| <b>2:45-3:15pm</b> | <b>Distinctions between Leadership and Management</b>  |
| <b>3:15-3:30pm</b> | <b>Break</b>   |
| <b>3:30-4:30pm</b> | <b>Practices that Nurture Leadership in Yourself and Others</b> <ul style="list-style-type: none"><li>• Focusing attention</li><li>• Clarifying and modeling values</li><li>• Taking time to think and learn alone and with others</li></ul>   |

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- 4:30-5:15pm**                    **Getting a Fresh Approach to Leadership**
- The role of clearly articulated core values
  - The importance of personal and professional renewal
- 5:15-5:45pm**                    **Making Choices Between Good and Also Good Options**
- 5:45-6:00pm**                    **Summary and Suggestions for Overnight Thinking**
- 6:00pm**                            **Adjourn**

**Tuesday, June 18, 2013**

- 8:00-8:15am**                    **Review of Day One**
- 8:15-9:00am**                    **Clarifying Values**
- What I know about my values
  - What I believe those values require of me
- 9:00-9:30am**                    **The Challenge of Building (or Re-Building) Trust**
- Why trust matters
  - Why the lack of trust is costly in terms of time, money and satisfaction
- 9:30-10:15am**                    **Cultivating Trust-Building Behaviors**
- In your work group
  - In the organization as a whole
- 10:15-10:30am**                    **Break**
- 10:30-11:15am**                    **Sustaining Yourself as a Leader**
- Principles and practices that can be applied by you
  - Living your values and using your talents to the service of noble purpose
- 11:15-11:45am**                    **Culture Change**
- A strategy for encouraging and maintaining an effective leadership practice and a fulfilling life: Good health, meaningful work, caring relationships

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**11:45am-12:30pm**      **Learnings: A Closing Roundtable**

**12:30pm**                **Adjourn**

*This seminar is made possible by a generous grant from  
the National Endowment for the Arts.*