



**Roger Nierenberg**  
**Creator**  
***The Music Paradigm***

Conductor Roger Nierenberg is creator of *The Music Paradigm*, a pioneering executive learning program that illuminates critical issues of organizational development and change management. Using music as a metaphor, Nierenberg conducts a live, professional orchestra in a series of spontaneous role-playing exercises that powerfully reveal how behavior and attitude impact results. Participants are seated directly amongst the musicians, and as they become increasingly absorbed in the orchestra's playing, they gradually gain new and powerful insights about the opportunities and challenges in their own organization.

Nierenberg invented a way to inspire and energize his board of directors while music director of the Jacksonville Symphony by creating a program that placed them among the musicians. From that seed grew *The Music Paradigm*. Over the past twenty years, Nierenberg has presented to hundreds of different organizations, from civic groups to Fortune 500 companies, in twenty-three different countries with musicians from more than 90 different professional orchestras. Many of the lessons that make up the core of the Paradigm are highlighted in his book *Maestro: A Surprising Story About Leading by Listening*, which was honored in 2009 as the Best Leadership Book from 800-CEO-READ.

Born in New York City, Roger Nierenberg studied composition in high school with Elie Siegmeister. He graduated from Princeton University, where he received high honors in composition and was awarded a Woodrow Wilson Fellowship. He holds graduate degrees in conducting from the Mannes College of Music and the Juilliard School, where he studied with Sixten Ehrling.

For many years, Nierenberg served as Music Director of the Stamford Symphony in Connecticut, the Jacksonville Symphony in Florida, and The Pro Arte Chorale. Nierenberg made his New York conducting debut at Avery Fisher Hall with the Pro Arte Chorale and Orchestra, and has conducted at the Lincoln Center's Mostly Mozart Festival. Guest conducting engagements include the National Symphony, the Opera Theatre of Saint Louis, the symphony orchestras of Detroit, St. Louis, Baltimore, Indianapolis, San Diego, New Jersey, and many other great American orchestras. Abroad, he has recorded with the

# League of American Orchestras

London Philharmonic, and has conducted the London Mozart Players, Mexico's National Symphony Orchestra, the Prague Spring Festival, and the Beijing Festival. As a conductor of opera, Nierenberg has conducted at the Mostly Mozart Festival, the Chautauqua Opera, and Opera Theatre of St. Louis. Engagements at summer festivals have included the Tanglewood Institute, the Grand Teton Music Festival, and the Madeira Bach Festival.