

SOUND LEADERSHIP

Leadership Curriculum for Music Students

For band, orchestra, and choir

SCOTT LANG

A COMPLETE CURRICULUM

- Covers defining roles and responsibilities, motivating others, setting goals, and working with difficult people
- Facilitates collaborative interaction between student leaders and program directors
- Includes a sample leadership contract, self-evaluation forms, and sample situational questions



5 LEADERSHIP TEAM ASSESSMENT

Prior to preparing any future plan, it is important to know your starting point so you can measure your growth. As a part of this process, it's also important to note what is working really well and needs to be left alone.

Take some time to consider the questions and answer them thoroughly and honestly. This is not a gripe session, just a chance to know your group's strengths and weaknesses. Try to set aside situations involving individuals and focus on the group as a whole.

To read and complete this section of the course will take some time (approximately 30–45 minutes) so be sure you have the time to complete it before starting.

Key Takeaway

These assessments and the subsequent discussion of them should give you a good idea about your starting point, both as a program and as its leadership team. As you process all of the answers, focus on coming to a consensus on where you are currently and where you would like to be when the process is done. In other words, you are striving for a common point of origination and a destination. When these two things have been discussed fully, you will be well on your way toward being a more effective leadership team.

QUESTIONS

Rate the following statement: **Our leadership team is cohesive and active.**

1
2
3
4
5
 STRONGLY DISAGREE STRONGLY AGREE

Our previous leadership team's strengths were:

Our previous leadership team's weaknesses were:

In the past, the people on the leadership team have been people who displayed the following trait(s) (circle all that apply):

- | | | | | |
|--------------|---------------------|-------------|------------|------------|
| dedication | compassion | care | commitment | initiative |
| character | vision | risk-taking | ownership | cynicism |
| sarcasm | anger | patience | laziness | power |
| hunger/drive | shyness | humor | meanness | honesty |
| productivity | a strong work ethic | | | |

Our goals for this year as a group are clear and measurable?

YES NO MAYBE

Our leadership hierarchy is clear?

YES NO MAYBE

List the top three strengths of your music program:

List the top three weaknesses of your music program:

If we had to characterize our program's strengths as a whole, the following words would best describe it (circle all that apply):

performance	character	innovation	excellence	mediocrity
care	charity	personality	school spirit	friendliness
musicality	humor	politeness	respect	pride
integrity	auxiliary	jazz	dedication	competitiveness

List any other words not found in the above:

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List any other words not found in the above word groupings:

In the space provided, answer the following questions. Whenever possible, please make all answers as specific and measurable as possible. For instance, where it asks for your greatest hope, instead of writing, "For everyone to be more dedicated," write this instead: "For our perfect attendance awards to increase by 10%" or "For our small group meetings to increase every week instead of every other week." The more measurable and specific your destination, the more likely you are to know it when you see it.

How often does the leadership team currently meet?

Is it sufficient? If not, why?

Rate the following statement: My job description matches my strengths and limits my weaknesses.

1 2 3 4 5
STRONGLY DISAGREE STRONGLY AGREE

My greatest hope for this year:

My greatest fear for this year:

The general culture of the group is:

AMAZING THRIVING HEALTHY ADEQUATE NEGATIVE UNHEALTHY TOXIC

No matter what, we need to accomplish the following three things:

I would classify this year as successful if:

I would classify this year as a failure if:

Other thoughts I would like to discuss:

