

GALA LEADERSHIP SYMPOSIUM



Chorus Management During Artistic Director Transitions



Chorus Management During Artistic Director Transitions

Eric Strong, Membership President
Jeff Heine, Executive Director



Agenda

- **Introduction and Overview**
- **Timeline of Events: Leadership Transition**
- **Search Committee Process**
- **Transition Plans and Meetings, Meetings, Meetings!**
- **Lessons Learned**
- **Wrapping Up Our Transition and Welcoming our New AD**
- **Final Thoughts**

Introduction & Overview

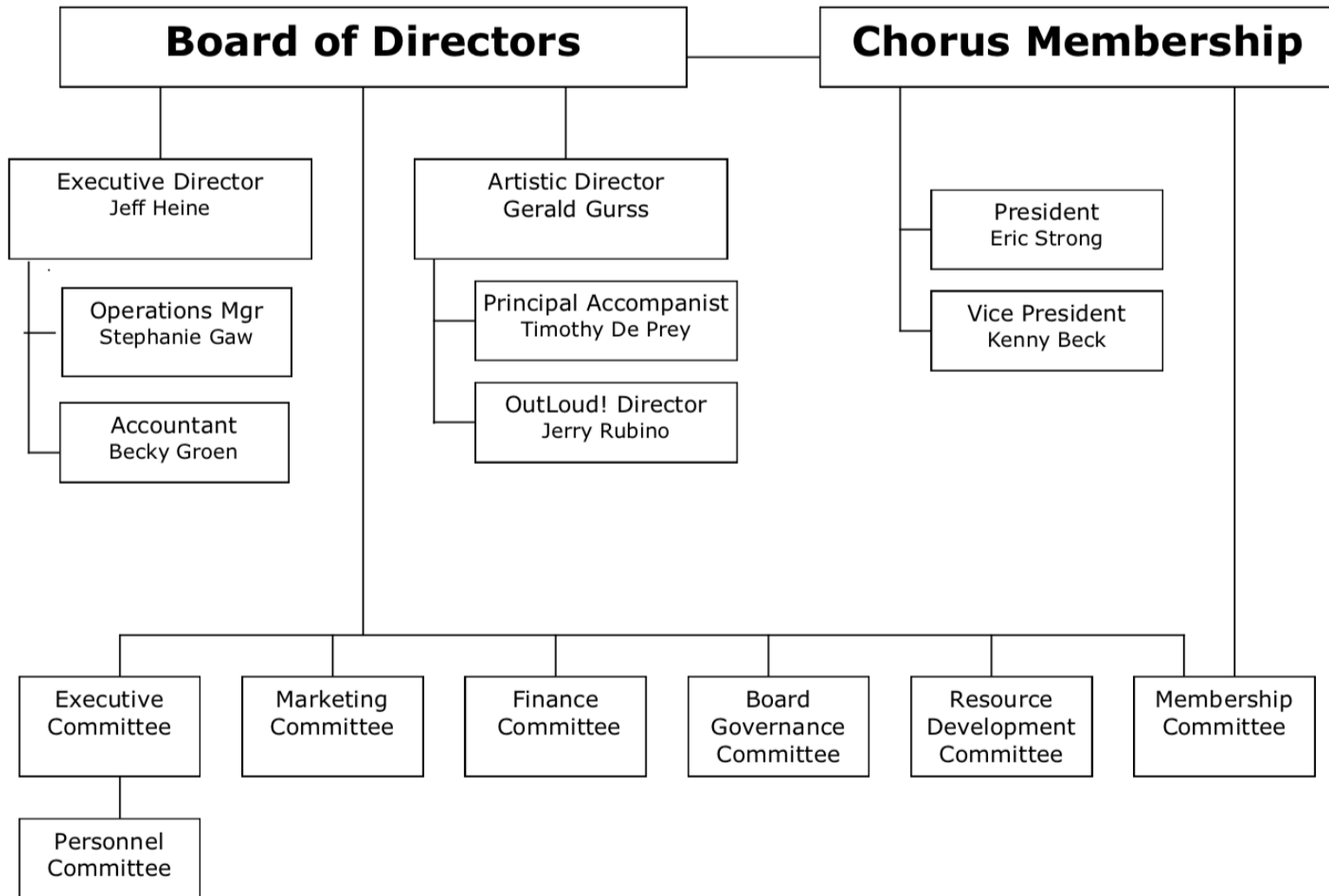
Based on a True Story...



Outcomes & Takeaways

- How to Take Advantage of a Leadership Transition Situation
- Identify Your Organization's Needs During a Transition
- Creating an Effective Search Process
- Anticipate How Change Will Affect Your Organization
 - Your Singers
 - Your Staff
 - Your Board of Directors
- Learning How to Say Good-bye... and Hello...

TCGMC Org Chart



Our Core Values

We live these values when creating our art, building our community and advocating for justice and acceptance.

We apply them generously to our audience, our sponsors, our community and each other.

Courage

- ★ We challenge ourselves to continually grow beyond our current capabilities.
- ★ We confidently share our message to others, even when and where it's not easily accepted or popular.
- ★ We take action to ensure long-term success, even when it's difficult and requires us to change.

Authenticity

- ★ We embrace the uniqueness that different cultures, ideas and people bring, knowing that together we are richer and stronger.
- ★ We communicate with honesty and transparency.
- ★ Our actions align with who we are and what we say.

Joy

- ★ We provide fun, uplifting and memorable experiences.
- ★ We inspire a sense of pride in who we are and what we do.
- ★ We encourage hope for a better future.

Respect

- ★ We show care and compassion.
- ★ We listen and learn.
- ★ We cooperate and collaborate toward our common goals.

Accountability

- ★ We follow through on the commitments we make.
- ★ We responsibly steward the resources we are given.
- ★ We act ethically – always striving to do what's right.



Transition Timeline: Major Milestones

Major Events

Sept 2017 - Dec 2017:
Current AD Announces
Resignation; leaving Dec 2017
Current AD Finishes Holiday Concert

Jan - Mar 2018:
"Guest AD" for
Spring Concert

Apr - Jun 2018:
"Guest AD" for
Pride Concert

August 2018
Our New AD Officially Starts Work!

Search Process

Oct 2017 - Jan 2018
Search Committee Prep / Announce the
Search / Accept Resumes

Feb 2018
Identify 1st Round Candidates & Schedule
Interviews

March - Apr 2018
ID 2nd Round Candidates / Schedule
Auditions and In Person Interviews

May - July 2018
Announce New AD
Transition Planning with AD
Create & Announce New Season
Final Preparations

Transition Planning

- **Hire a New AD Immediately or Interim Leadership?**
 - *Pros and Cons of Both*
- **What Is the Impact on Our Singers? Staff? Audience? Donors?**
- **What is the Impact on Our Budget?**
- **How Do We Operate During This Transition?**
 - *What Stays? What Gets Set Aside?*

Transition Planning

- **What are the Roles and Responsibilities of Our Leadership During This Transition?**
 - *Which AD Duties Transition to Someone Else?*
 - *What Does a “Guest Artistic Director” Do?*
 - *What is the Search Committee Doing?*
- **What is Our Communication Plan?**
 - *Internal: Singers, Staff, Board*
 - *External: Audience, Donors, Community, Media*

Lessons Learned

- **Get the Right People on Your Search Committee**
- **Answer the Question: “Who Do We Want to Hire?”**
- **“Teach Them How to Say Goodbye:”** How Your AD’s Departure Affects:
 - *Your Singers*
 - *Your Staff and Board of Directors*
 - *Your Audience and Donors*
 - *Your Community*
 - *Your Departing Artistic Director*

Lessons Learned

- **Know and Understand How Your Organization *REALLY* Functions**
- **Accept That There is Going to Be an Impact to:**
 - *Daily Operations*
 - *Organizational Norms*
 - *Culture and Morale*

Lessons Learned

- **Set Expectations for All Members of the Organization**
- **Consistently Reinforce Those Expectations**
- **Consistent Communication Between Leadership**



The Transition Ends Welcome to Our New AD

- **Anticipate Everyone's Needs for New Leadership**
- **The Importance of Recognition**
- **Welcoming Your New Artistic Director**



Checking in...
Wrapping Up...
Final thoughts...



Thank You!





Twin Cities Gay Men's Chorus

GALA LEADERSHIP SYMPOSIUM

THE POWER

OF



TUCSON

FEBRUARY 15-17

2019

