

Leadership Success

Selecting and Training Leaders in a Distant Way

slide deck available at joinsll.com



COVID-19 has changed the *what, where, when* and *how*, but not the WHY of leadership.



There has never been a better or more important time to do this!

Teaching leadership is more than a privilege, it is our responsibility!

It's not what you say right now, it's what you DO, that will have an impact on your program moving forward.



**Four stages of the finding,
selecting and training your leaders**

**Purpose
People
Process
Product**



Purpose

A stylized white graphic of a person with arms and legs raised, set against a solid blue background. The figure is composed of simple, flowing lines.

Purpose

- It's about giving kids opportunities and skills outside of the musical realm.
- It's about providing layered opportunities for learning based on students abilities and level of readiness.
- It's about giving the students the opportunity to make an impact and help someone else.
- It's about preparing them for life.
- It's about survival for you and your program.

A decorative graphic at the bottom of the slide consisting of overlapping blue waves of varying shades. A small white silhouette of a person is positioned on the left side, appearing to be walking or standing on the waves.

Purpose

number	hours	pay	weekly total	season total	year total
100 students	20 hrs p/week	\$10.00 p/hour	\$20,000 p/week	320,000 p/ season	960,000
25 leaders	25 hrs/p/week	\$15.00 p/hour	\$9,375 p/week	150,000 p/ season	450,000
7 staff	25 hrs/p/week	\$20.00 p/hour	\$3,500 p/week	56,000 p/ season	126,000
10 parent volunteer	5 hrs/p/week	0	0	0	0
director	70 hrs/p/week	0	0	0	50,000 p/year
143 participants	2625 hours p/week	\$15.00 average	32,875 p/week	\$25,000 p/season	1,575,000 p/year



Determine what are the qualities you are looking for in a leader.

Look for people who already exhibit the qualities you are looking for.

Give them the tools they will need to be successful in your system

Place them in roles and responsibilities in which they are likely to experience the most success.

Be flexible with numbers, titles and responsibilities.

Purpose



The process has to reflect the values you are seeking in order to attract the type of kids that you want.

What (who) are you looking for?



People



People

Leadership can't be taught, but it can be learned.

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Communicate, communicate, communicate...

Hold an online meeting to explain everything. They must attend in order to apply.

House everything in one place, for you and for them.

Be clear and transparent about the process and why you are doing it.

Create bench marks and break things up.

Encourage them to be creative in these different times.






Tell them to provide real solutions for these serious times.


People





Process

-  What is your selection process and why?
-  How does it reflect the needs of your program?
-  What is a criteria for selection?
-  How does the program benefit from the process?
-  How does the student benefit even if they aren't chosen?




Make sure the students have a clear understanding of not only the process but the selection criteria.

Design your selection process to reflect your beliefs. Choose students who embody those values.

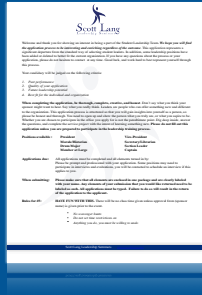
When choosing your team, be flexible. Titles are easier to create than leaders.

Process



Process

The selection process should be as education, informative and engaging.



Product

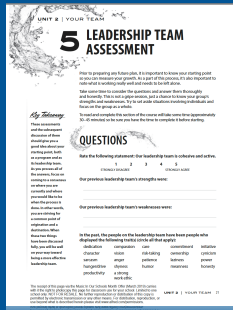


Product

Start by assessing where you are as a team and as a group.

Use your weaknesses to design program/class improvements.

Give students experiential training to deal with **REAL** issues



Training

- Purpose
- Picture
- Parameters
- Process
- Performance
- Presence
- Permission



Real jobs, real meaning, real deadlines, making a real impact

- | | |
|---|---|
| Connect with incoming freshman | Online sectionals |
| Connect with existing members | Creating welcome videos |
| Connect with members who have left | Organizing upcoming camps |
| Update social media channels | Sourcing good instructional materials |
| Start a communication tree | Recruiting for color guard |
| Verifying checked out equipment | Recruiting new members |
| Designing next years tee shirt/sizes | Helping instrument transfers |
| Coordinating and posting "senior" materials | Coordinating and posting "senior" materials |
| Creating a text tree | Checking in with other local groups |

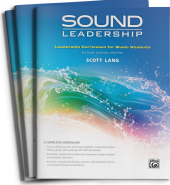


**The difference between those who act and those
who don't are those who survive and those who
thrive.**


There has never been a more important time to have leaders!



Resources



LEADERSHIP UNIVERSITY





Join us next week for...

No Victims Here

The 5 Steps every program should be taking right now to ensure that they do more than survive, they thrive!

Friday, April 23rd
1:00 p.m. ET





Thank you for coming!

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