

## **How To Get Unstuck**

**Where we are and How did we get here?**

**Success Stories**

**Opportunities**

**Recognition of those in any Process**

**Recognition of those not in any Process**

**(Teachers Note – Create awareness for those not in the Process to be part of the Process).**

**Where do we go from here?**

**Review the fundamentals of good leadership**

**Core Values**

**Vision**

**Why it is important?**

**Maintain integrity of the Values and the Vision**

**Consistency in Actions**

**Situational Decision Making**

**Teamwork**

**Unity**

**Culture**

**Team Building**

**Review Goal Setting**

## What are Core Values?

**Core values are the basic principles that we have chosen to guide our actions. They are the foundation on which our vision rests.**

**Core values:**

- **Define beliefs, standards and acceptable behaviors.**
- **Guide and govern the decisions and actions of individuals and the organization.**
- **Shape the organizational culture and the behavior and actions of all who are associated with that organization.**
- **Provide the framework for decisions, priorities and actions.**

## Identifying Core Values

**What are the beliefs you value so strongly that you will not compromise?**

**What values do you respect in other people you admire – what values do their habits and lifestyle exemplify?**

**How do your values show themselves in your life?**

- **In your family?**
- **In your relationships?**
- **In your work?**
- **In your community?**
- **In your chorus?**

## Ranking Core Values

Helps establish priorities for decision making.

The first two or three core values are those values that you will not compromise.

Your highest-ranked core values rarely change.

Your remaining core values should be evaluated continuously and open to modification and improvement.

## Five Characteristics of a Successful Vision

A successful vision is:

1. *Yours.*

It should convey what the future should look like and set your organization apart from all others.

2. *Positive and inspiring.*

It should appeal to the long term interests of all your major stakeholders.

3. *Focused and clear.*

People should find it easy to understand and communicate.

4. *Realistically high.*

It should be attainable and it should have reach which causes people to stretch.

5. *Vivid.*

It should spark commitment and ownership from all who are involved in realizing the vision.

## **What is a vision?**

**Your vision is the picture of the future you hope to build and realize.**

**A vision begins as a dream and draws sharper focus by gathering the input of all who have a stake in the realization of that dream.**

**A vision:**

- **Is a powerful motivational force, generating energy and enthusiasm**
- **Creates a competitive advantage**
- **Provides direction**
- **Helps people find meaning in what they do**

**A compelling vision is a vivid description of how the future of the organization will be. It must capture the imagination so that people are prepared to devote themselves to transforming that vision into a reality. A compelling vision enables people to feel that the end results of their work and efforts are worthwhile. A compelling vision gives people a sense of direction and integrates their labors; it provides criteria so that people can judge what is important or irrelevant.**

**An effective “compelling vision” will be:**

- **Based on an insightful analysis of the present situation facing the organization**
- **A good choice from well considered options**
- **Appealing to deep desires of those who participate within the organization**
- **A clear statement of the motivating force that drives the organization forward**
- **Achievable**

## Greater Nassau Chorus Core Values and Vision Statement

P- Perseverance

A- Attitude

S- Supportive Community/soar/spirit

S- Satisfaction (Strive Towards Excellence)

I- Individual Commitment (and Responsibility)

O- Ongoing Improvement/ Opportunity

N- NOW!

...to provide a supportive community where musical excellence will flourish through hard work, perseverance, commitment and emotional passion.

### **The Greater Nassau Philosophy:**

**Our journey is defined by creating a culture that encourages and fosters self development & growth and promotes unity. Our performances are not measured by the number of singers we put on stage or the numbers put on a score sheet; rather, they are measured by the sheer entertainment value to the audience. Our performance measurements are purely internal, improving, strategically long term. Our untapped generosity creates the love we share with everyone, for to give is to truly receive.**

## GOAL PLANNING

1. Start with a specific, realistic, measurable goal and record that goal in the space provided. (Ex: "To stop neglecting my family" -- is couching a positive impulse in a negative mode. It is difficult to visualize, difficult to convert to action steps, and impossible to measure. But, when a goal is stated positively: "I will spend a minimum of twenty hours a week of quality time with my family" -- these limitations have been overcome.)
2. Write all the rewards and benefits you can envision which will be yours if you achieve this goal. List tangible as well as intangible rewards in the *rewards* block. Stop now and ask yourself, "Are these rewards really important to me?" If so, proceed to step three. If not, abandon this goal for it clearly has no power to motivate you.
3. List the consequences of not achieving your goal. The purpose of listing possible consequences is to increase your awareness of what will happen to you and/or others if you do not achieve your goal. Remember to look at how this will impact the people you are in contact with in your personal and professional life.
4. List all of the possible obstacles that stand between you and the achievement of your goal. Ask yourself, "If this is what I really want, what are the reasons that I don't already have it?" Then, simply list those reasons, one per block, in the space marked *obstacle*. Make sure that you list *all* of the obstacles, both large and small. If you have more than seven obstacles, use another sheet.
5. Tied to each small *obstacle* block is a larger *solutions* block. Deal with one obstacle at a time and simply list all of the possible solutions you can think of which would help you surmount the obstacle. Do not filter out or reject any solutions at this point; simply list them. Note that there probably will be several possible solutions for each obstacle. Complete a *solution* block for each obstacle you have listed. (If you have an obstacle for which there appears to be no solution, then you should re-examine your goal. Very likely, you have failed to crystallize the goal to a point where it's specific, realistic, and measurable.)

6. Deal with each set of *solutions* one at a time. Now is the time to evaluate the potential solutions and decide which of them you will employ and convert to action steps in order to reach your goal. You may find that several solutions can be embodied in a single actions step; or, you may find that a single solution may require several actions steps. Either way, remember that an *action step* requires action—something that you can and will do or act on to implement the solution.
7. Fix an *evaluation date* by which you will have completed each of the action steps you select.
8. Some goals cannot be accomplished alone. If you need the assistance or input of others, record their names in the block reserved for delegation.
9. Review the evaluation dates you have established. Are they realistic? Are they challenging? Are they reasonable? If so, you can now compute an overall target date for the accomplishment of this goal. Record this date, along with today's date in the space provided.
10. Create some affirmations which express your worth and ability to accomplish this goal. (For additional information, you may want to refer to the text.) Enter them in the space provided and recite them each time you review this planning sheet. "Visual Affirmations" (photographs, illustrations, etc.) can be an important tool in accomplishing goals. Attach them to the goal planning sheet and/or display them in prominent places such as your bedroom mirror, dashboard, or refrigerator.
11. When the goal has been accomplished, record that fact in the "Goals Accomplished" section of your ACTION PLAN.

**WHY IS THIS SO IMPORTANT?**

**Accomplishments**

**Changes to Our Organization**

**Current**

**Future**

**Director's / Music Team Goals and Objectives**

**Short Term**

**Long Term**

**Current Management Team Structure**

**Enhancements To Be Made**

**Creating the Vision Statement**

**Identifying Core Values**

**How Do We Involve The Chorus In The Process of Establishing the Vision  
Statement and Core Values? Goal Setting?**

**How Do We "Live" In The Environment We Create?**

**Walking the Walk**

**Talking the Talk**

**Follow Up / Tune Up**

**Bibliography:**

**Paradigm Associates**

**Greater Nassau Leadership Program**