

# THE BENEFITS OF A “ HAPPY WORKSHOP”

Texas UIL State Director of Music Emeritus  
 University of Texas at Austin  
 Music Director – Austin Symphonic Band

A “*Only The Happy Birds Sing*” Birgit Nilsson – Manhattan School of Music

B The Defining Qualities of a Happy Workshop

- 1 Inspirational
- 2 Visionary
- 3 Collaborative
- 4 Musically Focused
- 5 Artistically...not problem solving...centered
- 6 Pace and Purpose...The Importance of Margins

C So What Is Your Management Style

Legitimizing – Coalition – Pressure – Ingratiation – Rational Persuasion –  
 Appeal To loyalty – Consultation – Inspiration

<b>Management Style</b>	<b>Resist</b>	<b>Comply</b>	<b>Commit</b>
Legitimizing	44%	56%	0%
Coalition	53%	44%	3%
Pressure	56%	41%	3%
Ingratiation	41%	28%	31%
Rational Persuasion	47%	30%	23%
Appeal To Loyalty	25%	33%	42%
Consultation	18%	27%	55%
Inspiration	2%	8%	90%

- D Only Consultation And Inspiration Matter
- E So What Does It Mean To Be Inspirational
- 1 It is an internal quality and difficult to fake.
  - 2 People tend to react to the why as opposed to the what of what you profess.
  - 3 Grant Teaff and ***“I Believe!”***
- F What Are Qualities And Attributes Of Being Inspirational That Come Into Play.
- 1 Focused Energy – **“A Winner Focuses & A Loser Sprays”**
  - 2 Limitless, endless passion.
  - 3 Its all about vision...not goals
- G Knowing and Caring
- 1 Teddy Roosevelt - ***“No one cares how much you know until they know how much you care.”***
  - 2 Cultivating personal moments of communication.
- H Rehearsing In A Positive Context
- 1 Describe what you want as opposed to what you don't want or what offends you.
  - 2 Combine praise with guidance (not instruction)
  - 3 For most of us this is an acquired skill.
- I Eye Contact Is Of the essence
- 1 Eyes communicate Respect – Interest – Appreciation – Understanding.
  - 2 Carl St. Clair – ***“The eyes look different when you are listening.”***
- J Always Rehearse With A Musical Motive
- 1 Objective goals such as notes, rhythms, intonation, precision are meaningless unless then serve the music.

***This cardinal principal is non-nonnegotiable.***

2 Correcting errors is valueless unless it serves the music

K The Music First Always

*When the technical problems of finger dexterity have been solved, it is too late to add musicality, phrasing and musical expressing. That is why I never practice mechanically. If we work mechanically, we run the risk of changing the very nature of music.*

*Daniel Barenboim*

*To play with the metronome is to play mechanically – the reason being, of course, that we are then playing by the measure, or rather by the beat, instead of by the phrase. We have created a dead body in place of the living musical organism with its ebb and flow of rhythmical energy.*

*Daniel Gregory Mason (grandson of Lowell Mason)*

L Program Music That Allows Students To Feel And Express

*Music is 90% art and 10% craft*

*Philip Farkas*

M The Importance Of Margins

- 1 Plan and strategize while you are fresh, rested and alert.
- 2 Remain ever alert to external forces
- 3 Only do what only you alone can do.
- 4 Realize that everyone wants a piece of you.
- 5 Build alone time and think time into your life.
- 6 Develop the ability and wisdom to say no.

**THE THINGS YOU DO FOR YOURSELF ARE GONE  
WHEN YOU ARE GONE, BUT THE THINGS YOU DO FOR  
OTHERS REMAIN AS YOUR LEGACY**

—Kalu N. Kalu

