

THE FELLOWS FORUM
Westin Convention Center Hotel
Cambria West Room
Pittsburgh, PA
June 8, 2004

OBJECTIVES

- To update participants on current status of ideas put forward on February 1, 2004
- To identify personal renewal strategies that will help the field retain its most committed leaders
- To develop ideas for planning and implementing a Fellows renewal event to occur in 2004-05

AGENDA

Westin Convention Center Hotel – Cambria West Room

4:00 PM	Welcome	David Worters and Melissa Dibble
4:10-4:20	Status of February priorities	Hilary Field
4:20-4:30	Agenda for the day	John McCann
4:35-5:15	Workgroup breakouts	

(Breakout rooms: Cambria West; Cambria East; Butler East; Butler West; Fayette)

5:15-5:45	Reporting in and prioritizing	
5:45-6:45	Moving the priorities forward	
6:45-7:00	Wrap-up and “next steps”	

7:15 PM **Dinner at TONIC BAR & GRILL (www.tonicpittsburgh.com)**
971 Liberty Avenue (at 10th), (412) 456-0460
Prix fixe menu (including tax & gratuity) is \$30 per person. Cash bar available. Menu includes vegetarian dish, in addition to chicken dishes as main course. Please bring cash.

Alumni Steering Committee

Melissa Dibble ('93), Co-Chair ♦ David C. Worters ('92), Co-Chair ♦ Mark Hanson ('98)
Lynn Larsen ('85) ♦ Jennifer Leed ('01) ♦ Marcie Solomon ('02)
Connie Linsler Valentine ('83) ♦ Allison Vulgamore ('81), ex officio

The 2004 Fellows Forum is hosted by the American Symphony Orchestra League.
Facilitation is provided by Emc.Arts, LLC.

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FORUM NOTES

June 8, 2004

Pittsburgh, PA

The Fellows Forum is a fellowship of people who share the common bond of participation in the Orchestra Management Fellowship Program (1980 – 2004). It is a group of people who are leaders inside and outside the orchestra field – people who strive to make leadership a constant in their professional lives.

The subject of Strategies for Renewal was suggested for this June 2004 Forum, since the response to the concept of Renewal was unanimous in the brief January discussion on this topic. Renewal was identified as a shared and urgent need for Fellows and leaders working in the field at large.

Making the Case for Renewal

Filling a leadership role is hard, especially in the orchestra field. We are deserving of renewal!

Renewal opportunities give us a chance to

- see/hear diverse ideas
- learn about ourselves
 - o frustrations
 - o joys
- restore our physical and mental health
- learn new skills.

Renewal

- keeps us curious
- allows us to foster risk-taking
- brings new energy
- keeps people in our field.

When we're renewed, we can

- better convey passion
- inspire and transform others
- show empathy
- recognize that others need renewal as well.

Fellows Forum renewal opportunities would give us space to think, develop good mental habits, re-commit to our work, renew our optimism, and build connections to each other.

Renewal programs designed for Fellow alumni will, in turn, strengthen the Fellowship Program, because applicants will become aware that those accepted into the program are actually being accepted into a network of like-minded and supportive professionals who share the bond of the training experience. The activities of the Fellows Forum will demonstrate that the Fellowship is greater than just a one-year, on-site training program. It is an established and ongoing network of support and growth opportunity.

Making the case for renewal is as much about giving back to the field as giving to ourselves and each other. The value added to the field by nurturing renewed leaders can be made tangible, as

retention is a direct result of renewal. The Forum should look to other industries for benchmarks, results and models for renewal.

BREAKOUT GROUPS: Identify ways by which people in leadership positions – yourself and others – can renew their spirit and commitment.

Group 1

- Establish a phone tree to connect with Forum colleagues once per month (9-12 times per annum)
- Organize a charitable act – “paint a house” en masse (**possibly to fund retreat**)
- Create a sabbatical program – funded by capital improvement \$\$
- OR develop a job swap program

Group 2

- Develop an “**Aspen-concept**” retreat, i.e. for spiritual and intellectual renewal
 - Make it fully funded (guilt-free)
 - Schedule it two times a year
 - Develop it to:
 - Address the need to contribute solutions to the field
 - Help us re-connect with the meaning in our jobs:
 1. listening to music
 2. people connecting with music
 - Address the need for rest and to connect with like-minded colleagues
- Create a Coach fund
 - OR an emergency connection with mentor(s) to address crisis
- Create a “Music Fix” Fund and Intellectual/Inspirational Bibliography
 - A cash reserve set aside for inspiration deficit emergency, i.e. travel funds to go to a festival or special performance, etc.
 - Develop a shared reading list

Group 3

- **Plan a 2-3 Day Retreat – a Leadership Academy opportunity for Fellows**
- Plan a 1 day/overnight trip for fellows to:
 - Tour other orchestra, festivals, other industries
 - Train with a “guru” – Search for business and other leaders from outside the field, i.e. look for inspiration and new thinking from outside the field.
- Provide a life coach for a group of fellows on ongoing basis – meeting bi-monthly to
 - Identify personal goals
 - Provide a network to help develop and support each other’s goals

Group 4

- Coordinate monthly conference calls (with facilitator at first) for discussion and reflection – no specific agenda
- **Develop and plan an annual retreat in a location that promotes**
 - Spiritual renewal
 - Intellectual stimulation
 - Best leadership practices (non-field); and

- Celebrates successes
- Study the “guilt” complex that often prevents leaders from taking time off. Can we affect a culture change?

PLANNING AND ACTION STEPS

1. Summarize and distribute the notes from this Forum session. Develop phone trees to spread the news among classmates.
2. Plan and launch the Fellows web site (Target date is September 1, 2004) in partnership with League staff. Site to include alumni contact information, shared reading list, calendar of major field events, etc.
3. Plan and implement a Fellows retreat by 2006. In Summer/Fall 2004, a Retreat Task Force will survey alumni regarding timing, length of stay, etc.

TASK FORCE VOLUNTEERS

Devin Thomas '04
 Genevieve Twomey '97
 J.L. Nave '00
 Steve Brosvik '95
 Lora Unger '03
 Kate Akos '81
 Rebecca Krause-Hardie '89
 Drew Cahoon '02

ALUMNI STEERING COMMITTEE

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 David Worters '92
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WEBSITE COMMITTEE

Rebecca Krause-Hardie '89
 Jennifer Leed '01
 Jeffrey Tsai '05