

Culture vs. Compliance

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West Texas A&M University Band Camp Director's Workshop

Wednesday, July 12, 4:30 PM

Establish the “why”

- This should drive everything your program does.
- This is NOT result-based.
- What do you do that is different than other school organizations?

Vision

- What is the overall vision for the band program?
- Think of every aspect of the program, what should that look like?
- Once established, never deviate from your goals.

Motivation vs. Discipline

- Motivation is simply a burst of energy that gets you to start, discipline is your day-to-day routine that either builds your vision or destroys it.
- Discipline must be cultivated, never allow anybody to fall short.

Relationships throughout the program are essential.

- There is no culture without students knowing the directors care for them, or that the directors know best.
- Students must see you treat each student and staff member with respect.

Mentors

- You must utilize them more than just to clean your music.
- Ask your mentors what they truly think, don't let them hold anything back.
- These relationships are crucial to growth.

Culture Characteristics

- Insistent adherence to procedures – all procedures are clear and defined.
- All aspects of the program are organized.
- Every member of the ensemble is prepared, including the directors.

Compliance Characteristics

- Students follow the rules.
- Students show no desire to push themselves or those around them.
- Directors are never prepared for rehearsal.

Director Discipline

- Do you walk the walk?
- Do you know your strengths and weaknesses?
- Have you talked about these with mentors/colleagues?
- Embrace all failures and learn from them.