

PROFESSIONAL DEVELOPMENT DAY 2016, with Jan Gartner



More Cowbell! Systems, Power, and Teams with a Musical Twist

The Music Professional occupies a unique place on the staff team. Looking through the lens of the musician, we'll explore congregational systems, staff relations, power dynamics, and more. This lively, participatory experience will use musical metaphors to aid in integrating concepts.

Assignments

Pre-conference Assignments – due July 10

1. View the following:

♪ [More Cowbell](#) (under 6 minutes)

♪ [Friedman's Theory of Differentiated Leadership](#) (under 7 minutes)

2. When we're together, we'll talk about types of power in organizations.

Think about the 5 types of power below. Keep in mind that any of them can be used well or abused. You can probably think of people in the congregation you serve who hold each of these types of power.

5 Types of Power in Organizations

- Formal authority that accompanies role
- Ability to reward or punish
- Unique expertise or information
- Connection with others in power
- Earned trust and respect

By July 10, send me a paper of roughly 750-1000 words, addressing the following:

- Which type or types of power do you hold in the congregation?
- Are there other types of power you would like to hold?
- What else comes to mind about the dynamics in your congregation as you look at these types of power?

(Post-conference assignment on next page.)

Post-conference Assignment

Start soon after conference, due October 15

Takes some notes and/or do some journaling at and/or shortly after Professional Development Day. (Believe me, by the time you leave the conference, PDD will seem like a long time ago already.)

As soon as practical after the conference, have two conversations – one with your supervisor, and one with an active member your music program. (Conversations might be about 30 minutes each.) Share with them two or three of your takeaways (general or specific learnings, or aha moments) from Professional Development Day and how you see these influencing how you do your work this coming year. Think about and discuss with each of these people what kind of support you need from them to help you along the way.

Tell me about these conversations:

- ♪ Whom did you talk to?
- ♪ What takeaways did you choose to share with them?
- ♪ What did you ask for in terms of support?
- ♪ How did they respond?
- ♪ How did you feel before and after each conversation?
 - *Before:* Did you feel any trepidation about approaching either of these people? Did you feel the need to carefully frame what you wanted to say or did it flow easily? Did you feel conviction? Enthusiasm?
 - *After:* And what about afterwards – were you relieved, surprised, discouraged, excited, just glad to have gotten what you needed to complete this assignment?

The “default” for this assignment is to write a paper. If you prefer, you can tell me by making a video of yourself. (If you choose this, I urge you to make some notes and practice first.) Either way, I anticipate it being in the range of 1,500 to 2,000 words – roughly 3 or 4 pages, or 10-20 minutes.

Thank you!

Jan Gartner

jgartner@uua.org

585.301.6782