



Personal Leadership in Action

Leadership is Empowering & Contagious *PARTICIPANT PACKET*



Barbershop Harmony Society
Chapter Leadership & Education
110 7th Avenue N
Nashville, TN 37203-3704
United States of America
www.barbershop.org
P: 800.876.7464 | F: 615.313.7620

Developed by Rob Macdonald and the BHS Leadership Operation Project Team
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MY NOTES:

Lined area for taking notes, consisting of 18 horizontal lines.

Introduction

The Barbershop Harmony Society believes that the success of our organization rests in large part on the health of our diverse array of chapters. Healthy chapters mean a strong membership pipeline, a higher level of artistry and musical credibility. For the majority of our members, the local BHS Chapter is the single most significant point of contact with the Society.

For this reason, and in partnership with Harmony Foundation International, we've created the Barbershop Harmony Society's Healthy Chapter Initiative.

This curriculum is a product of the BHS Healthy Chapter Initiative created and designed through the BHS Leadership Operations Project Team (LOPT).

For more information about the Healthy Chapter Initiative visit:
www.barbershop.org/healthychapters.

Society Chapter Leadership & Education team, email us at
chapters@barbershop.org or call 800.876.7464

Curriculum Learning Objectives

In this workshop you will:

- Understand the levels of participation in your organization
- Understand the three levels of motivation: survival, rewards and punishment and "AMP"
- Understand your motivation from Autonomy, Mastery and Purpose
- Learn about motivating others in your chapter
- Learn the steps to motivate and delegate well
- Practice an empowering conversation



MY NOTES:

Horizontal lines for taking notes.

What Motivates Us?

Many social scientists have devoted their careers to understanding the secret of motivation: Why would we spend hours outside playing sports in poor weather—and pay for the privilege— but can not get off the couch to do small outside tasks?

There are many motivators in life and they change as our circumstances change.

- Few of us are motivated by acquiring food and shelter as we have already found ways to feed and house ourselves. In cases where someone is living on the street, getting enough food and shelter is the only focus because it is a matter of survival. These biological drives are incredibly strong but usually can be easily met.
• Fear is a great motivator. Many of us will do almost anything to stay safe, keep our family safe, and have a safe future. Much advertising is directed toward our need for safety and security. Again, once we have managed our lives to acquire the things necessary to feel secure, fear no longer motivates us. Rewards and punishment are two ways the motivation by fear can occur.

The above motivators have short term results because we can choose to ignore them or develop methods of subverting them and they depend on external forces to bring about the motivation.

After 40 years of research, it became obvious that internal or intrinsic motivators were a more powerful means of motivation. AMP is understood to provide us with the tools to provide others with the environment where they can motivate themselves to perform.

Autonomy:

Mastery:

Purpose:



MY NOTES:

Benefits of “AMP”

- Creates activation energy for living a more satisfying life
- Burnishes reputations
- Sharpens skills
- Enhances earning power
- Enhances leadership ability
- Is the power behind collective change
- Connects us to a bigger world
- Opens up opportunities for new experiences

What benefits from AMP have you experienced?



The Art of Delegation

MY NOTES:

Every Chapter aspires to make an impact with members, audiences and their communities. Doing so involves matching people to the many projects, tasks, and action that occur in a Chapter.

Are any of you frustrated when key items are not completed? Do you feel powerless to confront the person when things are not completed? What is the collective impact on your chapter when key tasks are not done? Is it a matter of expertise or motivation? Is the priority understood? How does a chapter use their limited resources, time, people, and money to complete Chapter goals?

Chapter leaders must learn how to delegate well so that tasks are clearly understood by chapter members and that the desired results are delivered.

Delegation requires a clarity of the task, an understanding of how to accomplish it and an understanding of the authority to proceed. Delegations need a plan!

There is more potential in your Chapter that you are currently tapping. Select an individual, outside of the usual group of volunteers, who could do the job. Understand their current level of participation. This may be an opportunity to challenge them to take on more responsibility for the Chapter.

Explain why they were chosen, have a “delegation conversation” that outlines all of the aspects of the new job and ask for a commitment.

Good delegation practices will get the jobs done well, include more people in the work and expand the potential within your Chapter.

Motivated, capable and accountable volunteers achieve Chapter goals!



Empowerment Matrix #1

Role/Responsibility to be Delegated: _____				
To Whom: _____				
Description	Boundary Conditions	Info & Knowledge	Skills	Resources
	Expectations/Results			
	Non-Negotiable			
	Authority Level			
	Time			

