

What is the culture in your Chorus?

Chorus culture is the total sum of the values, customs, traditions and meanings that make a chorus unique.

Corporate culture is often called "the character of an organization" since it embodies the vision of the company's founders. The values of a corporate culture influence the ethical standards within a corporation, as well as managerial behavior.

This concept applies to Choruses, as well.

Strong culture is said to exist where members respond to stimulus because of their alignment to the chorus values. In such environments, strong cultures help choruses operate like well-oiled machines, cruising along with outstanding execution and perhaps minor tweaking of existing procedures here and there.

Conversely, there is **weak culture** where there is little alignment with organizational values and control must be exercised through extensive procedures and bureaucracy.

Culture is shaped by:

- Chorus vision
- Shared values
- Beliefs
- Assumptions
- Past experience
- Learning
- Leadership
- Communication
- Norms

The chorus culture tells you how the chorus deals with these areas:

- Change
- Authority/ empowerment
- Is it a rule or a guideline?
- How to make suggestions, requests, question the leader about decisions
- The balance of work vs. fun
- Rewards/ measurements of progress
- Growth opportunity / growth plan

EXAMPLE of a Chorus Culture:

The chorus focus is Performance, Education and Fun (in that specific order). This is what we do; This is what we're good at.

Everyone must be a team player.

TRUST is huge to everyone, especially the leadership.

We grow our people/ leadership from within.

We must follow the processes we have in place. If not, we make the needed changes.

We are expected to have and exhibit a strong work ethic – we each earn our way.

We need to be fluid/ flexible (will be expected to wear MANY hats).

We are expected to be ENGAGED in our chorus and our chorus product.

We are expected to follow up and follow through. Use the tools and processes we have to assist with this.

We expect to receive regular, constructive feedback which is accepted with the love and care in which it is given.

Individually we own what we do. Each member has pride in themselves and our (their) musical product.

We are expected to stand up for our mistakes. And we know we will make some mistakes.

We are driven by the Judging Category Description Booklet and Judge/ Coach feedback is important to us.

We measure ourselves and set specific goals in these areas.

We meet our deadlines and timelines.

We are open to seeing ourselves as others (from the outside) see us.

We know change is inevitable and we embrace it with an open heart and mind.