



Personal Leadership in Action

Five Leadership Practices *PARTICIPANT PACKET*



BARBERSHOP HARMONY SOCIETY

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Revised & Updated: December 2016



MY NOTES:

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

- The differences between thriving and surviving chapters
- Leaders have a vision and can translate it into reality
- Leaders have a driving passion to realize their vision
- Leaders build trust
- Leaders unleash motivation
- Leaders are social and organizational architects
- Leaders act from positive beliefs about people
- Action plan for next steps



Practice #1 - Passion & Vision

For decades researches have studied leadership, produced thousands of books and thousands of definitions. Through this mountain of research, five common themes have appeared and are extremely useful as a template for understanding the practices of great leaders.

Practice #1: Leaders Have a Driving Passion to Realize their Vision

Great leaders are not more talented than other people. However, they know what they want and work with all of their might to make that happen.

Characteristics of great leaders:

- They have a focus and energy for that vision
- They are not miss-directed by the events of the day
- They are more concerned with outcomes than inputs and outputs
- They use their vision to rise above any setbacks and failures

What is your vision for your chapter?

How will you communicate this vision to the chapter?

What skills exist in your chapter to accomplish this and what must you develop?

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Practice #2 - Relationships

Implementing your vision is an uphill battle if low trust exists in the organization. Effective leaders build and maintain a special relationship with the others in their organization.

Trust is comprised of three aspects:

- Integrity – when a person does what he says he will do
- Compassion – when a person cares about others self interest as well as their own
- Competence – when a person can achieve, they have the skills and abilities

On a 1 to 5 scale, with 1 being low:

How much trust exists within your Board? _____

To what extent do you think your Board supports your vision? _____

To what extent do people feel that you care about them? _____

To what extent do people feel that you can lead the Chapter to its goals? _____

What will you do more of to build and maintain trust?

What will you do less of to build and maintain trust?



Practice #3 - Motivation

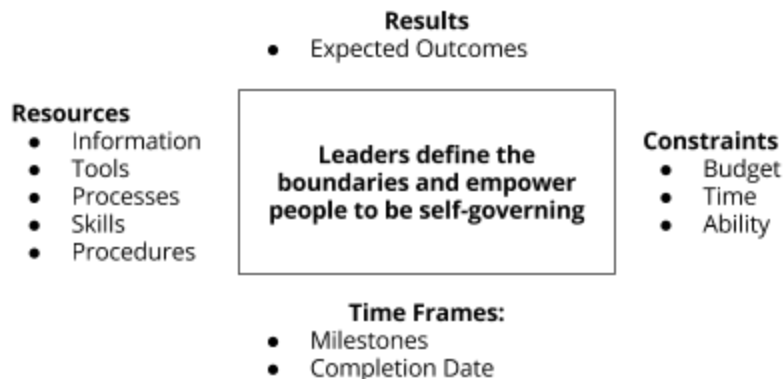
Many people don't perform to their full potential in work and volunteer situations. These people wait to be told what to do, learn how to work by the book, take few risks to improve their situation.

One method to improve motivation is to create boundaries and encourage people to be self governing within the boundaries. Imagine a box where the leader defines the sides and the person decides how to accomplish the project.

Identify a situation where you will ask a Chapter member to perform a task. With that person in mind, describe the Outcome, Constraints, Resources, and Time Frame.

Share your boundary conditions with another participant.

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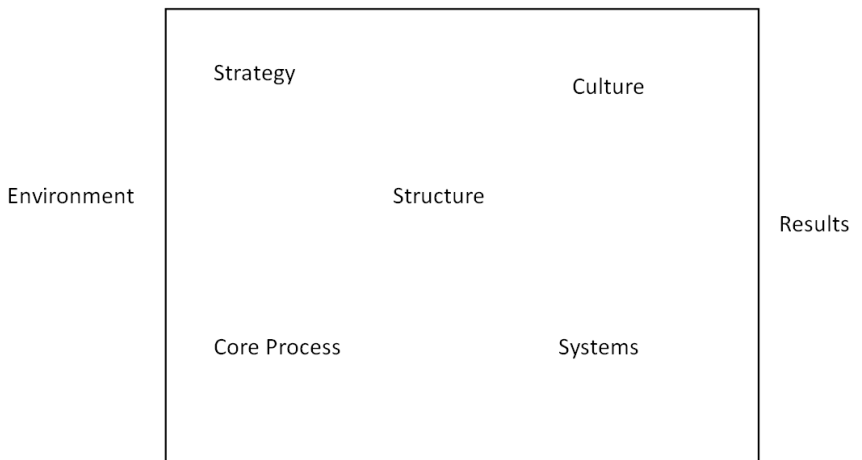




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Practice #4 - Social/Organization Architects

The greatest leaders understand that their purpose is greater than their own legacy. They create an organization that outlasts them and continues to add value for years to come. Each of the following areas acts as a lever through which the leader moves the organization toward greater successes.



What systems in your chapter need improvements?

What processes require change?

(Current examples may include social media, new member orientation, community outreach, etc.)

Does your chapter culture align with the Vision and purpose contained in your strategy?

(Remember: "Culture eats Strategy for Lunch")



Practice #5 - Beliefs About People

Each person lives from a well defined belief system which acts as a filter through which we understand the world. Our beliefs more than anything else, determine our experience and success in life. Negative belief systems bring about difficult situations. "What you hold in your mind to be true will eventually come to pass."

List some negative beliefs that you have heard from Chapter members? (They usually contain "can't") How can these beliefs be challenged or changed?

What are the Five Beliefs, which if you adopted them would guarantee your success?

- 1.
- 2.
- 3.
- 4.
- 5.

What actions will you take from these five practices and build into your leadership?

- 1.
- 2.
- 3.
- 4.
- 5.

MY NOTES:
