

How Teams can profit from Band experiences – where key success is based on: rhythm, sound and atmosphere

- How teams and their leaders can profit from music?
- How can bands inspire their audience?
- What remains after the band performance on the way home for the auditors?

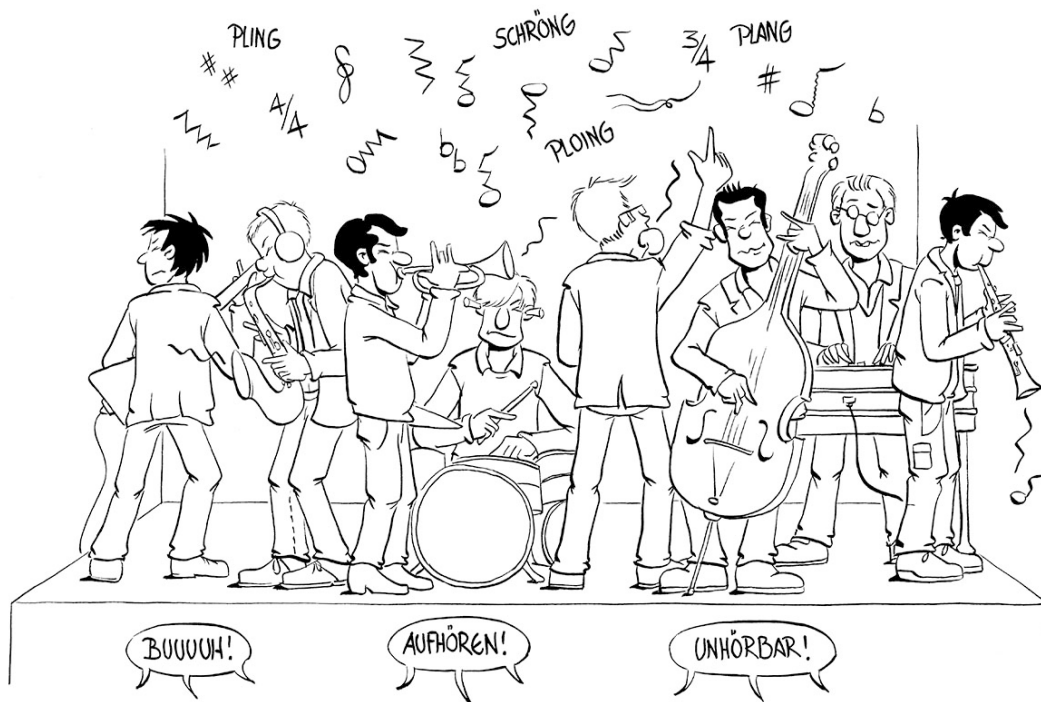
I spend the Thursday evenings at the modern Jazz school in Munich amongst others to find out the secrets behind those questions, to explore what is hidden behind rhythm and what can be used and transferred for teams into the business world.

I want to introduce you 5 concrete exercises from the band workshop, which can be used by leaders and teams during daily business routines to raise customer's enthusiasm.

1. More rhythm through listening
2. More rhythm via silence at the opening
3. An improved atmosphere by the usage of a clearly communicated structure as a required foundation for genius improvisation
4. A better atmosphere – a clear intention about what to accomplish for the audience
5. The striking sound – sustaining and holding the blue note – a solution oriented dealing with conflicts

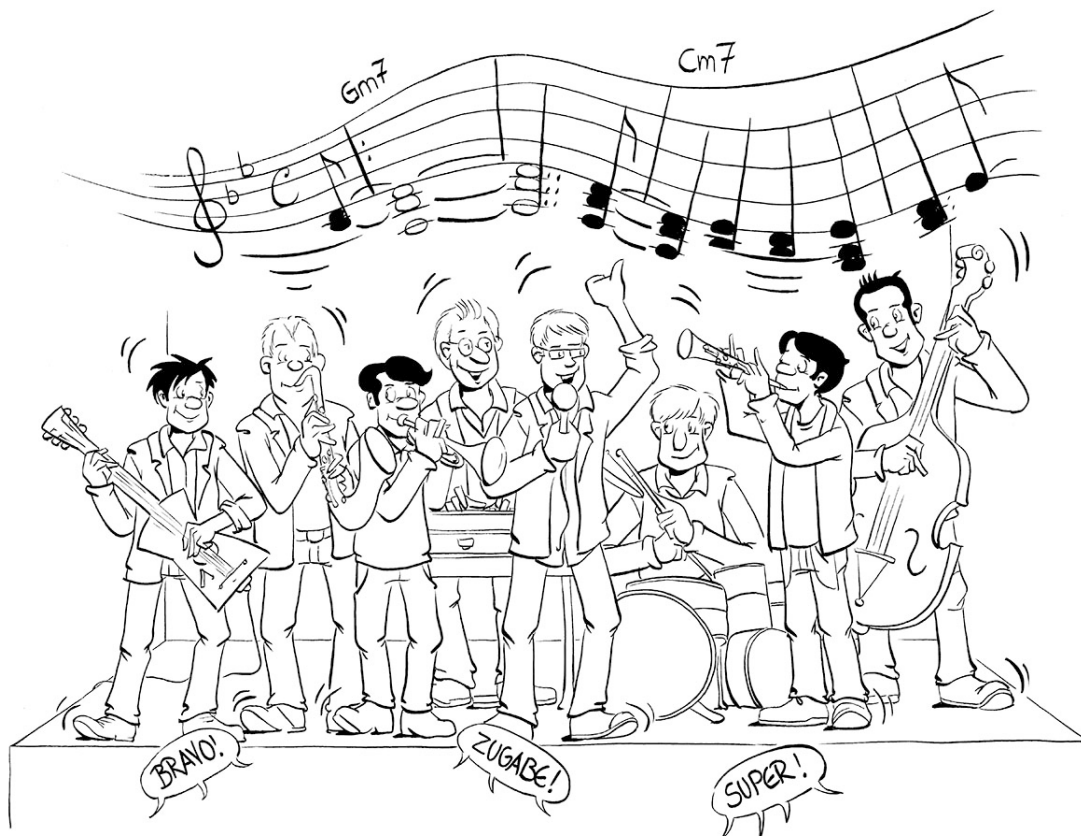
1. More rhythm through listening

During one band session, everyone is extremely selves focused, without paying attention to the other musicians.



The band coach interrupts our play and encourages the band to listen and raise our attention for the others, so that we are able to repeat at any moment the played pattern from any other instrument. Target of this exercise is: With the next interruption by our coach each of us is able to sing or replay the melody, the chords and the rhythm from

the others.



The change of attention from playing the own instrument towards listening to the each musician opens doors for a new experience of a grooving band while having fun and being inspired.

2. More rhythm via silence at the opening

Another useful practice is about conscious silence before starting a new song. Beginning with silence, a bit longer than usually, raises the attention for the other band musicians and has the effect of a synchronous rhythm from the first to the last pulse.

3. An improved atmosphere by the usage of a clearly communicated structure

A key development part for the songs consists in an agreement of a reproducible structure, a separation into verses, refrain and the bridge. On the one hand the order, who, when, over how many pulses and over which parts, needs to be aligned. On the other hand

structuring includes decisions about the solo arrangement, alternate the instruments with the drummer or a combination of instruments during one solo. This clear, completed frame establishes the base for a fluent and free improvisation. The more synchronised the rhythm instruments are, the easier the improvisation is for the melody instrument and the more enthusiasm is able to come across to the audience.

4. A better atmosphere by a clear intention

The synchronized rhythm, listening skills and full attention from the band for the soloists plays an important role for the brilliance of the improvisation. The soloist profits from his experience with his instrument as well as from a clear intention and message for his audience.

The homework training development exercise for each soloist consists in staying focused, present with the body and the mind as well as being fully engaged. One band exercise preparation consists in: listening and analyzing own recordings, interviewing audience and including feedback. Another continuous learning exercise with a significant effect for the audience is about: observing other musicians and ideals, looking for concrete attracting styles and methods, deciding what exactly is worth to include into the own solo and what fits to the own authentic style.

5. The striking sound – sustaining and holding the blue note – the solution oriented dealing with conflicts

Each Band consists of diverging musicians. The lead singer enjoys the spotlight and the applause. Bassists prefer the safety of staying in the background and adding synchronous rhythm together with the drummer for the band. Pianists and the solo instruments alternately present their abilities with their solo during the performance.

Similarly, teams can take advantage from their diversities with the stronger ability to work more efficient and raise results compared to teams with a similar cultural, educational, regional background, values, gender, age and strengths.

Those diversities are potential sources for conflicts. One key step to solve conflicts is a careful exploration of the diversities and finding resolutions with questioning: How can team colleagues' best handle conflicts? What works well for this team? How can the team gain profit from existing diversities? Looking into the world of music the parallel effect of conflicts is dissonance, a chord that sounds out of tune and urges to a harmonic resolution. The blue note stands in contradiction to the tune of the other notes of the chord. Musicians play blue notes with full presence, so that the jazz chord is able to fill the room and to be noticed. The listener ingests with the chord sound and is curious about the improvisation. You can assume that each band musician gives all he is able to, his experience, creativity, ideas into his part of music to develop the song, so that the music can inspire the audience and lead to tremendous applause at the final completion of the performance. My observation for teams in the industry is absolutely the same: A strong willingness to add value to the team and company results and successes. Therefore, it is key important and a strong motivation for every team member, that each individual contribution is seen and appreciated.

What can you take from those band exercises as a leader or as a project manager into your daily business routines for your teams and organisations? I wish you a great sound and atmosphere as well as a synchronised rhythm leading to inspired teams and applauding customers.



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