

LESSONS LEARNED *DON'T MAKE THE SAME MISTAKES THAT I DID!*

PRESENTED BY THP MUSIC CONSULTANTS, LLC

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HOW DID I ACCUMULATE SO MANY LESSONS LEARNED?

- 20 “first jobs.”
- Hired thousands and fired dozens.
- Over 21 years in command.
- 54 countries and all 50 states.

CSI

Culture

Self-Improvement

Integrity

CULTURE

- Culture vs. Climate.
- What cultures must you understand and respect?
- The cost of violating cultural norms.
- If you violate a cultural norm, assess the damage and decide what to do.
- “Leading Change.”
- Evolutionary vs. Revolutionary.

SELF IMPROVEMENT

- Try not to get caught naked before noon of your first day in a job.
- How to get a mentor.
- Work on knowing yourself and how others see you.
- Observe successful teachers in action and ask them to observe you.
- Have a plan.
- Make a decision about your instrument.
- Make time to read:
 - “On Teaching Music – Notes from Eddie Green,” Goffin.
 - “Teaching Music With Purpose,” Boonschaft.
 - “Why Should Anyone Be Led By You?”, Goffee/Jones.
 - “Leading Change,” Kotter.

INTEGRITY

- Safeguard your most valuable asset.
- Big people talk about ideas, medium people talk about things, small people talk about people.
- You're human, you will err. Confess, apologize, and learn from it.
- Never, ever, ever talk bad about your boss, **ESPECIALLY** to a “trusted friend.”
- If confronted, deflect. Request to say nothing. “Just the facts.”

THINGS THAT I LEARNED TOO LATE IN LIFE

- Praise of others is fleeting. Harsh or negative language lasts forever.
- In music and in life, there is no substitute for really listening.
- There's no such thing as "off the record."
- There are three versions of you (at least). The more they are in alignment, the happier and more successful you will be.

TOP FIVE

- Don't be afraid to start changing the culture.
- Have a self-improvement plan that is feasible.
- What would _____ do?
- You will make mistakes. How you deal with them will determine your future.
- First, do no harm.

HOW TO CONTACT ME

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