

**FREEDOM CENTERED
LEADERSHIP**

ORPHEUS CHAMBER ORCHESTRA

FREEDOM-CENTERED LEADERSHIP

- How do we create leaders in a democratic environment?
- Does “Freedom-Centered Leadership” deliver results?
- Is there always a correlation between:
 - Success?
 - Profit?
 - Sustainability?

Orpheus:

An intensely memorable experience



Recognized internationally as one of the world's great ensembles, the **Grammy® Award-winning Orpheus Chamber Orchestra**, has been thrilling music lovers on four continents for 32 years.

Rehearsing, performing and recording without a conductor, Orpheus musicians share leadership roles and a deep personal artistic commitment to forge strong emotional connections between audience and composer while eliminating any barrier between the listener and the music.

ORPHEUS at Carnegie Hall



Orpheus at Carnegie Hall: *A Legendary Ensemble in an Historic Setting*



Since its opening in 1891, Carnegie Hall has been the premier classical music performance venue in the United States, showcasing the world's greatest soloists, conductors, and ensembles.

For the past twenty-six years, in this historic space, Orpheus has collaborated with many of the great artists of our time and premiered new works by many of the most important composers of the 20th Century.

Leadership: The Orpheus Process

- Orpheus rehearses and performs without a central authority figure
- No players hold fixed positions within the ensemble (concertmaster, principals etc)
- ‘Core Group’
- Introduction of the larger ensemble

The Role of *Ego* in Leadership

- What is Ego?
- Is the Ego always in the driver's seat?
- What happens when the Ego shows up at rehearsal/performance?
 - Power
 - Control
 - Inflexibility
 - Assertion
 - Dominate
- What happens when the Ego is attacked?

WHAT HAPPENS WHEN INSECURITY IS NO LONGER A FACTOR?

- Defenses lower
- Unhealthy competition fades
- Artistic opportunities increase
- Fear diminishes
- Creativity rises

“Checking our Insecurities”: The Orpheus Process

- No fixed principals provides leadership opportunities throughout all levels of the orchestra
- Rotational leadership invites a reduction of control patterns
- Accepting that “ensemble” is the goal
- Stay on message – walk out on stage committed to the group dynamic

“Checking our Insecurities”: Effective Listening

- Temporarily suspending our own judgments and needs
- Silence doesn't equal passivity. Listen and empathize
- Relinquish control by allowing others to fully express themselves
- Act as a sounding board

How Does Orpheus Measure Success?

- ARTISTICALLY
- FINANCIALLY
- SUSTAINABILITY
- LEGACY

Not the complete success story...

The EGO imbalance

Executive Leadership

Board Leadership

Always looking to the future...

- Refining and refocusing the Orpheus Process
- Coordination with each part of the institution
- Checks and Balances
- Taking risk

The music always wins