



Implementing Change in Your Program

CLINICIAN:

Dr. Matthew McInturf

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**HENRY B. GONZALEZ CONVENTION CENTER
SAN ANTONIO, TEXAS**

IMPLEMENTING CHANGE

MATTHEW MCINTURE

PROFESSOR OF MUSIC

SAM HOUSTON STATE UNIVERSITY

TEXAS BANDMASTERS ASSOCIATION CONVENTION

SAN ANTONIO, TEXAS

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PREPARING TO CHANGE

Build Trust

Credibility and Change

Communication and Action

Clarity and Compromise

Create The Vision

Student Centered

Healthy and Safe Environment

Positive Peer Group

Culture of Learning and Excellence

Commitment to Service

Music, Musicianship and Learning Centered

Performance

Individual Musicianship

Connecting Effort and Success

Community Responsibilities

Appropriate and Timely Communication

Positive and Pro-Active Engagement

Appropriate Involvement and Service

Abiding by all Legal and Ethical Obligations

IMPLEMENTING CHANGE

Building TRUST with all Constituents

Students

Commit to the current students

Embrace their Expectations

Share your Vision

Honor their Commitment

Capture their Hears and Minds

Support the Administration

Any Power to Change is Delegated to You

Always Persuade, Never Coerce

Communicate Action, Intent and Purpose

Understand the Administrative Priority

Manage Expectations

Seek first to Understand

Communicate Clearly

Set Goals Related to Progress

Be Flexible

Manage the Pace of Change

Compromise the Timeline for Trust

Apologize for Mistakes and Misunderstandings

Correct Mistakes Fast

Making Process Decisions

Control vs. Influence

Coerce vs. Cooperate

Standards vs. Compromise

External vs. Internal

Putting Decisions into Action

Communication

Leadership

Expectation and Timeline

Vision and Motivation

ENCOUNTERING RESISTANCE

Distinguish between Reluctance and Resistance

Reluctance is Natural

Reluctance can be persuaded to Change

Most Resistance began as Reluctance

Allow People to Make Mistakes and Recover

Who is resisting?

Students?

Student Leaders?

Parents?

Administration?

Enlist Support and Allies

Think Separately about Individuals and Groups

Communicate Specifically with Constituents

Involve Student Leaders

Be Calm and React Intelligently

Turn on the Lights

Be Professional and Ethical in All Interactions

Conduct All Business Openly and Transparently

Communicate Appropriately and in a Timely Manner

THOUGHTS AND OBSERVATIONS

Nothing works Efficiently the First Time

Expect to be Surprised

Leadership and Vision are the Keys to Change

Building Trust is the Most Important Goal

RESOURCES

Stephen Covey, The Seven Habits of Highly Effective People

This is the best known book on effectively working with people. As well as being a valuable resource for a leader, most of your constituents will be familiar with it, including your administrators.

David Marquet, Turn this Ship Around

An interesting book on implementing change by empowering people and delegating responsibility by the captain of a nuclear submarine.

Simon Sinek, Start with Why

Sinek is an acute observer and communicator. This is a work that analyses visionary organizations from a creative viewpoint.

Simon Sinek, Leaders Eat Last

This is a work that analyses effective leadership from the point of view of service.

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Matthew McInturf
mcinturf@shsu.edu

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