

**BUILDING
COHESIVE
COLLEAGUES**

**Paul Austin and Keith Carrick
August 2023**

Welcome

Part One:

- **Welcome to the Orchestra,**
- **the Union, and**
- **ICSOM!**

New Musician Handbook



Why?

Check, please!

Contents?

Education!

Examples...

Upkeep, upkeep!!

Participation!

Method?

Who?

When?



?

FAQs

?

- **Alternative to New Musician Handbook (NMMH)**
- **Friendly format**
- **Same checklist as the NMMH**
- **Perhaps a supplement to the NMMH**

The Buddy System



- **Moving to a new city**
- **Starting a new (or first) job**
- **Around a new group of people and new culture**
- **Every tenure process is different**

- **Essentially a ‘mentor’**
- **A good mentor should not be:**
 - **The Music Director or resident conductor, or any member of Mgmt**
 - **The section Principal (or anyone titled higher)**
 - **Anyone part of the musician’s tenure review**

- **A mentor could be another musician in the section**

- **A good mentor must be someone who:**
 - **Has been in the orchestra for a while**
 - **Has the respect of the Musicians**
 - **Knows the contract**
 - **Will put in the time**

What does a good mentor do?

- **Regular conversations outside of work**
 - **Tenure process**
 - **Orchestra culture**
 - **Workplace relationships**
 - **Life outside of work**

New Musician Events

Indoctrination: Part 2

- **Crucial to ingrain a sense of belonging**
- **Introduction to the culture of the orchestra**
- **Introduction to the *people* who are the Orchestra, Local, OC, and ICSOM**

- **Invitees should include:**
 - **Local officers**
 - **Orchestra Committee**
 - **ICSOM Delegate(s)**
 - **Section members**
 - **Entire orchestra**
 - **Not members of Management or the Music Director**

Examples of New Musician Events

- **Brunch, potluck, or BBQ at a home or park**
- **Coffee or lunch at a local cafe or restaurant**
- **Backstage reception after a performance**

No 'Festivus' events



happy festivus!

**"I've got a lot of problems
with you people.
And now you're gonna
hear about it!"**

Part 2:

Continuing/Building a Sense of Community in the Orchestra

NEWSLETTERS



**Breakfast
Cafe**

**Music For
Health**

**New
President**

**Renee
Tabben**

**Ruth and
Jacob**

SOCIAL MEDIA

- **Facebook**
- **X (the artist formerly known as Twitter)**
- **Instagram**

Social Media Guidelines

**Points to remember when posting,
liking, and sharing items on social
media on behalf of your musicians'
association!**



International Conference of Symphony and Opera Musicians (ICSOM)

Jul 2 · 🌐

Wonderful photo of our featured Orchestra of the Week, the Columbus Symphony musicians, and their recent concert at Ash Cave! (Photo credit... See more



👍❤️ You, Paul Austin and 237 others 1 comment

👍 Like

💬 Comment

➦ Share



Alabama Symphony Orchestra Musicians

1d · 🌐

The [Alabama Symphony Orchestra Musicians](#) are thrilled to present the 3rd Annual "Our Hearts Beat for Birmingham" community co... See more

Our Hearts Beat for Birmingham

A Free Concert Benefiting ¡HICA!
The Hispanic Interest Coalition of Alabama

Daniel Cho, conductor



Featuring the music of **Rossini, Villa-Lobos, and Mozart**

Saturday, September 16, 2023
7:00PM



Trinity United Methodist Church
1400 Oxmoor Rd.
Birmingham, AL 35209



Home



Friends



Video



Marketplace



Notifications



Menu

↻ You reposted



ICSOM @ICSOM · 8/11/23 ...

Solidarity in Saratoga! Great to see the Philadelphia Orchestra Musicians, Music Director Yannick Nezet-Seguin and pianist Bruce Liu take the stage in the POM's blue t-shirts for a performance of Rachmaninoff's 2nd Piano Concerto!
[@POMusicians](#) [@philorch](#) [@nezetseguin](#)
[@SaratogaPAC](#)



↻ 5

♥ 14

📊 984



Post



METOrchMusicians
@METOrchestra ...



metorchestramusicians.org

Breaking News: Met Orchestra Not Bored | MET Orchestra Musicians

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5 Reposts 2 Quotes 29 Likes





Post



News about ICSOM's featured Orchestra of the Week! The Phoenix Symphony & Musicians Reach One-Year Agreement - operawire.com/the-phoenix-sy... @OperawireNews @PhoenixSymphony #ClassicalMusic #orchestra #arts



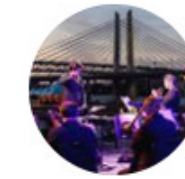
operawire.com
The Phoenix Symphony & Musicians Reach One-Year Agreement - OperaWire

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3 Reposts 1 Quote 5 Likes

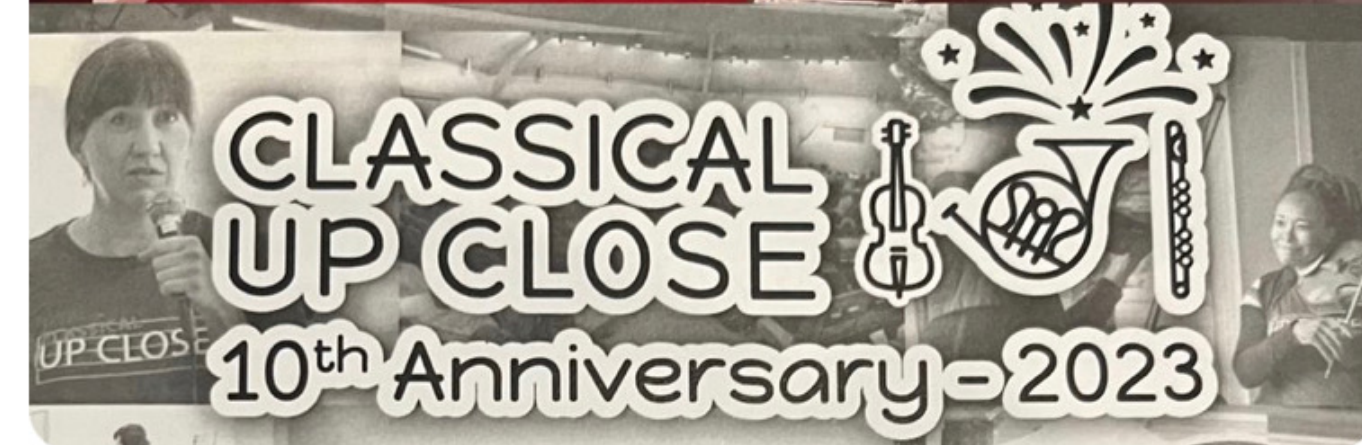


Post



Musicians of the Oregon Symphony 🎵 ...
 @OSOmusicians

Full house for the opening night of the 10th anniversary of @upclosepdx our Oregon Symphony musician-run chamber music festival. Free concerts now through May 10th! classicalupclose.org/events.html



9:55 PM · 4/25/23 from Earth · 237 Views

1 Quote 5 Likes



nypmusicians
David Geffen Hall



Liked by ebensdorf and 191 others

nypmusicians Today we reached 10,000 followers on Instagram! 🎉🥳👏

Thank you to each and every one of you for following us, the Musicians of the New York Philharmonic. We started this account during the pandemic to connect directly with you while in quarantine, and it has been amazing to keep sharing our backstage journeys with audiences, musician colleagues, family and friends

Team Building

**An Orchestra that
'plays' together,
'stays' together**



- **Orchestra meetings are not quality ‘bonding’ time**
- **Team building needs to happen separately from the ‘work’ of the Orchestra**

Community Outreach

- **Volunteering at a local food bank, animal shelter, or charity**
- **Organizing a community service event, like a race, fundraiser, or toy drive**

Community Performances

- **In conjunction with *or* separate from community service**
- **Different locations - away from your hall**
- **Different instrumentations - working with people in new ways**

Meals

- **BBQ or potluck at a local home or park**
- **Reception for the *musicians* after a performance**
- **Lunch between services *without* conducting business**

‘Non-Meetings’

- Invite a retired member of the orchestra to address the group
- Inviting a soloist to do the same
- Yoga
- Book club
- **Quilting!**

Cat Club



- **All musicians need to be invited, encouraged, and welcome to participate in these events**
- **Make sure everyone is included**
- **May require a coordinator or committee to handle planning**

Q & A