



**CHRISTIAN GANSCH**

**GRAMMY AWARD WINNING CONDUCTOR  
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## FROM SOLO TO A SYMPHONY: WHAT ORGANISATIONS CAN LEARN FROM ORCHESTRA



**GRAMMY  
Awards**

Hear that? That harmonious sound, wrapping you in blankets of emotion and passion. Taking you on a journey with the combined sounds of the violins, the drums, the horns and so many others. What can be more pleasant?

When you go to the symphony one does not really think about the days, even months of practice that goes into creating those few minutes of perfection.

Christian Gansch, renowned award winning conductor, producer and management consultant knows exactly what it takes. With his experience as a conductor and a manager, he has the ability to relate to us about how his career in music can be applied to managing a work force. During his time as a conductor Christian has under his belt almost a decade worth of experience with the Munich Philharmonic Orchestra, aside from that he has also work with various other orchestra's such as the English BBC Orchestra, the City of Birmingham Symphony Orchestra and many more. In the music industry he has produced over 190 CDs worldwide with artists such as Pierre Boulez, Claudio Abbado and Anna Netrebko. His experience as a manager and a musician has driven his unique coaching concept, which reveals how companies can learn a great deal from the complex structures in orchestras

As a management consultant, Gansch shows how orchestras with their high potential for human conflicts, leadership issues and complex integrated communications, are a perfect example of how to bring a huge variety of specialists and instruments together, to form one integrated harmonious unit. He explores how people can maintain their individuality and work together to create "one sound" and achieve the corporate goal. He highlights why it is important for people to listen to, and co-operate with each other, to know when it is their time to lead and when they should follow.



# THE ORCHESTRA – COMPANY TRANSFER : LEADERSHIP WORKSHOP

A functioning orchestra is a prime example of efficient management, leadership and conflict-solving strategies. No other group has such highly qualified individuals working together on a daily basis for hours on end and in such close quarters. How does this lively interplay of forces function in terms of “listening to each other – acting together”? How many soloists can one team handle? What are each person's freedoms and areas of responsibility? What decisions are brought about and how does communication take place? What voice takes priority when? How are management and team ideas and visions developed, and how are they implemented in practice?

sinfonisches consulting® uses the strategies of symphonic processes, which are significantly more complex and defined than is usually presented to the public. Both in orchestras and in companies, success is only possible when one decisive question is answered: that is to say, how corporate identity and unity can be developed on the basis of individual abilities and diversity.

The main focus of our work consists in anchoring the symphonic motto of “listening to each other – acting together” in the awareness of companies. This does not rest on an ideologically strained idea of the team, but rather has as its centre the individual person. The development of interactive, cross-departmental communications processes creates new operational impulses in a company.

Our workshops – this is a crucial point – do not have an educational feel. Managers do not want to implement simple workshop standards, but rather are looking for motivation and inspiration. It is only when you give the themes being explored an emotional significance that they become firmly anchored in people's awareness. This is the only way for knowledge to lead to desire.

## POSSIBLE ELEMENTS FOR THE EVENT

- Motivational speech about the orchestra-company transfer by Christian Gansch (on the basis of the previously established brief) with numerous musical examples from the fields of classical music, jazz, pop and soul
- Subsequent question and answer session
- Exploration of which structures and processes and what orchestral awareness on the part of its managers lead an orchestra to excellence
- Visual presentation of orchestral management processes using the live recording of a concert
- Interactive discussion:
  - What factors which lead to excellence in a world class orchestra have the potential to be improved within the company?
  - What metaphors from the orchestral world can the participants take home with them in practice as inspiration for the daily corporate life?

## POSSIBLE THEMATIC AREAS

(The contents and main areas of focus are elaborated on the basis of your wishes and requirements and will be agreed upon prior to the workshop in a detailed briefing conversation.)

- How individual diversity can create corporate unity (from “I” to “we”)
- The development of an open and non-judgmental communication structure
- Leadership skills: perception – decision – action
- Assertiveness: fear of objections
- Responsibility: thinking and negotiating in a corporate manner
- Cross-department awareness as the basis for common success
- The orchestrating of a team – clarifying individual perceptions of roles
- The strained ideal of the team – professional respect instead of forced harmony
- Clear notes – an open approach to conflicts
- Routine is a deadlock – only a readiness for change creates innovation
- The balance between emotionality and rationality
- Increase of perceptive competence
- Deciding means saying goodbye – decision-making in the team
- 360° perception – openness versus tunnel vision
- Thinking for yourself – ideologies restrict individuality
- Individual motivation requires information