

**Sweet Adelines International  
People Who Need People  
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**2010 Region 10  
Hand Out  
Page 1**

**CLASS TITLE:**

**People Who Need People**

**OBJECTIVES:**

**To Share Motivational and Managerial  
Techniques that make a Leader's Job  
Easier**

**TARGET LEARNERS:**

**General Membership  
All Leaders**

### **WHAT I KNOW FOR SURE**

**“What do you do when you’ve done all you can, and it seems like it’s never enough? What do you give when you’ve given your all, and it seems like you can’t make it through?” You just STAND.**

**That’s where strength comes from our ability to stand up, face resistance, and walk through it. It’s not that people with the courage to persevere don’t ever feel doubt, fear, and exhaustion. They do. But in the toughest moments, we can believe that if we take just one more step more than we feel we’re capable of, if we draw on the incredible resolve every human being possesses, we’ll learn some of the profound lessons life has to learn.**

**In the toughest of moments, we need to draw upon the People in our lives. If you really think about it, we need to draw upon these very same People when things are not so tough as well.**

**What I know for sure is that there is no strength without challenge, adversity, resistance, and often pain. The very things that make you want to throw your hands up in despair, will build your tenacity, courage, discipline, determination, and comfort level in working with People.**

### **Building Resiliency**

**Anyone can be resilient and resilient behavior can be learned. Resilient people tend to respond to situations in three specific ways:**

- 1. They take responsibility for what happens to them.**

**Rather than reacting to adversity, feeling victimized, or getting stuck in blame, denial, shame, or justification-all of which are legitimate coping mechanisms-they move to get beyond these. Resilient people take control of what they *can* control in order to get as much positive result from a situation as possible.**

- 2. Resilient people are able to reframe the meaning of a situation in an empowering way.**

**Even if we cannot change a situation, we *can* change the way we interpret it. Often this means putting a constructive or acceptable spin on a stressful event.**

- 3. They draw on a wide and meaningful support network.**

**Resilient people have healthy relationships with family and friends, and they work at maintaining those relationships. Conversely, they disconnect from unsatisfactory relationships. When adversity strikes, they can turn to the people they love and trust for support. In return, they are there for others when needed. Although resilient people have considerable inner resources, they do not go it alone. They are not afraid to ask for help.**

**Resilient people are more effective in dealing with everyday situations, they have more satisfying relationships, and they find ways to work more successfully with others. In addition, they live with greater purpose, direction, and clarity, and are able to minimize their stress levels. Indeed, learning to become more resilient makes us healthier all around.**

**Personal Recognition - not effusive pats on the back and false flattery, but recognition of a job well done. The prime motivating force among employees in the real world, and among our Sweet Adeline chorus members.**

**If collectively as a chorus, recognition is so important that we spend hours perfecting our music, then individually, recognition must be important to personal achievement as well.**

- A. Look for what you want in another person, not for what you don't want. Reward (recognize) the member who is paying attention on the risers, who has done something special "behind the scenes", who has been faithful in her attendance. When you give this recognition, do it publicly but without drawing comparisons.**
- B. Demonstrate confidence in your own abilities by drawing attention to the achievements of others. The measure of your own greatness is the ability to develop it in others.**
- C. Share new information. Talk about, or write a memo or article about what you learn at Regional or International functions, from coaches, from informal talks with other directors.**
- D. Know more than just what you are expected to know. Learn more about your chorus than just its vocal strengths. Find out something about each member. Stay in touch with what's happening in your Region, in the rest of the organization.**
- E. Recognize your own strengths. Compare your actions to your abilities. Make out your own "victory list" - things you've accomplished that live up to or exceed your perception of your abilities.**
- F. Forgive yourself for your shortcomings. No chorus has received a perfect score yet.**
- G. Realize that chorus members' priorities change. It is difficult to handle chorus responsibilities when health, family, job, or other aspects of our lives are in upheaval. Basic needs must be satisfied before wonderful self-actualizing needs can be met.**
- H. Make a goal not to end any rehearsal without a recap of what was accomplished and without praising at least one person, if not the entire chorus.**

-Accept Others as They Are. Neither approve or disapprove, but “*receive graciously*” the gift each person offers. This means laying aside biases and preconceptions each person offers. You may feel somewhat insecure about doing this at first.

-Remember these People are there *Every Week* because of *YOU and other People!* Express interest and concern.

-People will give their very best for a person they believe really understands their needs, listens to them, and notices if they are there, if there is a change in their behavior. But really listen to them. Read them.

-Allow questions. It is by questioning what we think, that we can come to know. Encouraging questions at appropriate times builds a strong relationship between the Chorus and the Director. Become comfortable with talking to your Chorus. This is a relationship that requires the same attention, nurturing, time, and care as any other relationship.

-However, the most important thing to remember is to *Pay Attention To Your Own Needs*. If you neglect your needs, everything falls out of perspective, and becomes “*larger than life*”. You will not be equipped to handle or take care of anyone else, if you are not taking care of yourself. Surely we as Chorus Directors/Leaders want to please our entire Chorus, but certainly not at our own expense. There is a way to do it all. Well, almost all.

-Choose a confidante you respect and admire, and utilize her wisdom. Choose her for her discretion and ability to keep a confidence, but also for her ability to tell you “*like it really is*”. You really do want to hear it all. The more you do this, the easier it becomes.

-Try to become “*one of the gang*” sometimes. How would you feel if.....? We know there is only one of us. But it is definitely worth it.

-Be aware as to how your Chorus sees you. As some “God” or supreme being. You and I both know we are just like they are, only human, very vulnerable, need acceptance, camaraderie, friends, and fun. However, you will be expected to balance the various roles in the Chorus, keep performance levels rising, and assist the members in personal growth. Today, we maintain the Role of Team Manager, a person whose Management involves training and performance, rather than “*telling others what to do*”. Team Building is a skill that can be learned.

**“(Competition) keeps alive in all of us a spirit of vitality and enterprise. It teaches the strong to know when they are weak, and the brave to face themselves when they are afraid. It teaches us to be proud and unbending in defeat, yet humble and gentle in victory. It teaches us to master ourselves before we attempt to master others. It teaches us to learn to laugh, yet never forget how to weep. It gives a predominance of courage over timidity.”**

**Know Yourself. - You can't improve on something you don't understand.**

**Build Your Character. - Character needs to be built and disciplined.**

**Earn Your Stripes. - Manifest character and integrity.**

**Think Big Picture. - It can't change due to minor setbacks. But it *must* change as the competitive environment changes.**

**Leaders are Made, Not Born. - Leadership grows out of self knowledge, character, integrity, competence, and a comprehensive vision.**

**Be Honest With Yourself. - Find your own tools. Different people get places by different paths.**

**Link Goals to Purpose. - You must have both.**

**Ask Yourself Tough Questions. - Purpose and self-knowledge come from the answers to tough questions - and the time to answer them.**

**Know Your Spark. - Focus on how you can authentically lead people.**

**See if You see Daylight Between Purpose and Career. - Then decide if that's a good thing, a bad thing, or neutral.**

**Own Your Habits. - Search out and identify your beliefs and the habits that grow out of them.**

**Use Your Courage. - When necessary, pick flight-but otherwise, be brave. Fight!**

**Embrace Your Passion. - Jump into your passion with both feet-and bring others along with you.**

**Be Prepared to Sacrifice. - Sacrifice and self denial lie behind every success.**

**Demand Total Commitment. - Demand it first from yourself and then from others around you.**

**Weed Out the Uncommitted. - The organization that wins is populated by winners.**

**Work At It. - There is no overnight success. Invest in your talent.**

**Be Disciplined At All Times. - Discipline takes different forms, but it always pertains.**

**Be Mentally Tough. - Use your toughness to beat setbacks. Use your toughness to seek out new challenges.**

**Be Authentic. - Act your integrity. Be predictable. Make amends when you foul up.**

**Earn Trust Through Investment. - Use your authority to build the organizations' trust in you.**

**Use Your Mission. - Define the goal. Pursue the goal.**

**Create a Shared Vision. - "We can do it better" is a good place to start.**

**Align Your Values. - Bring values into congruence with practices!**

**Know Your Stuff!- When the time comes, show you know it!**

**Generate Confidence. - Set the stage psychologically, and give people the tools they need to succeed.**

**Chase Perfection. - Settle for excellence along the way.**

**Live What You Teach. - And live what you coach. And sell what you teach and coach.**

**Strike the Balance. - Be as close as you can be-and far away as you have to be.**

**Offer People Meaning. - If you don't, someone else will!**

**What is HOPE?**

**To Want? To desire?**

**To expect that what's envisioned may indeed happen?**

**Yes to all of the above.**

**Is HOPE that gut feeling that it's worth holding our and hanging on just a little longer?**

**ABSOLUTELY!!**

**Is HOPE the core of the human condition?**

**CERTAINLY!!**

**Can you have hope without faith and humility and wonder?**

**THAT'S TOUGH!!**

**Just the thought that there's something bigger, something truer, something totally surprising out there waiting for us is...priceless.**

**What would you be without hope growing deep in your bones, thriving deep in every inch of you? Without PEOPLE??**

**NOTHING!**

**What does it take to HOPE? What does it take to Need PEOPLE?**

**EVERYTHING!!!**

**Let the Music move you, let the moment take your hand, let it lead you out into the middle of the dance floor and embrace you.**

**Dive off the high board, ride with the top down, thrive like a wildflower, and SING....**

**With a Voice All Your Own!!!**

**I hope you never fear those mountains in the distance. It's like crossing your fingers when the map doesn't make sense, when the compass doesn't know truly north from truly lost; and it's up to you-you and your gut and your mettle, and your level of resilience, and your wealth of wisdom - to persevere.**



**You are not alone.....when you have PEOPLE!**

**Never settle for the path of least resistance....that's too easy!**

**It's risky breathing, let alone needing, trusting, reaching out. Life is the leap of Faith, the bold declaration of HOPE. It's OK to need PEOPLE!**

**You have to Love, and if you don't get Love right, you have to move on and forgive.**

**And then you have to remember that you've forgiven, or else you can't move on.**

**And if you don't move on, you'll surely end up bitter.**

**There are too many PEOPLE too angry at a world that isn't in the least bit angry at them!**

**When you come close to selling out, reconsider!!**

**You.....PEOPLE..... One worth so much to me, to us, to life as such, a bowl of cherries.**

**PEOPLE DO NEED PEOPLE!**

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