

ACTION LEARNING AND LEADERSHIP DEVELOPMENT THROUGH MUSIC AND CONDUCTING



Artfullyminded consultancy has existed for two years now, and offers about 25 courses and seminars. We work with different companies on leadership and team development. One of the interventions we offer is *Business Maestro* or *Leiding geven, leiding nemen (LGLN)*. Both interventions aim to develop leadership skills through music and conducting. It reveals undercurrent dynamics in people and teams in a safe environment of music. To get a glimpse of this intervention, watch this video: <https://artfullyminded.com/en/home-2/>

An integral part of our program is conducting Action Learning sessions to reveal the core problem of a team or company. Getting clarity on the problem before any intervention is a necessary first step. Afterwards, we may use different interventions such as *Business Maestro* or *Leiding geven, leiding nemen* to work on both individual leadership skills and high-performance team play.

The beauty of Action Learning is its process. You just can't read it from a book and suddenly own it. It is like a form of art. You must do it, practice it, and become better each day until intuition takes over your choices. Becoming a musician, playing in an orchestra or ensemble and practicing Action Learning have a lot of similarities. As a musician, you must practice to get better on your instrument, but at the same time you must solve your problems which are holding you back to become a genuine performer. These problems are mainly mental. The way to solve them is by listening. Listen to your body, listen to your tuning, listen to others and listen to the acoustic. Listening - this is the heart of Action Learning. This process is a constant action and reaction, reflecting and improving. Isn't this the same learning process in Action Learning?

Business Maestro is a leadership and team development program where music mirrors your actions. Musicians react strongly to a person's character and genuine intentions, so how the music sounds and how the orchestra is playing together will reveal very much who you are as a person and as a leader. The leadership skills we try to develop are 'controlling the direction of energy' between leader and team, 'balancing between expectation and surprise' and 'being vulnerable'. I believe these are the same leadership skills you develop in Action Learning.



Finally, you must also train your orchestra. To create a high-performance team, we must teach the team to reduce ego and create overcapacity. And there's no better way to reduce ego than to experience Action Learning where you control yourself from giving advice and learn how to ask questions.

The powerful combination of Action Learning and *Business Maestro* gives companies the possibility to solve real and important problems, create authentic leadership, create a successful workflow and embrace change.

The program *Business Maestro* would not be successful if I didn't become an Action Learning coach. If you think of it, at the core of *Business Maestro* IS Action Learning.

Marcel Geraeds

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