

Midwinter Managers Meeting Agenda – Group 5-6

Constituent Liaison: Karen Yair

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Meeting Location: DoubleTree Suites by Hilton Hotel Detroit Downtown - Fort Shelby
525 W Lafayette Blvd, Detroit, MI 48226

Sunday, January 28, 2024

Group 5-6 – all times below are Eastern

12:00pm-6:00pm

Registration

Crystal Ballroom Foyer – Conference Center Level

1:00pm-1:30pm

Welcome & Introductions

Fort Miami – Conference Center Level

1:30pm-3:30pm

Roundtable Discussions

Fort Miami – Conference Center Level

How are you doing? What's going well this season? And what are your biggest challenges? Come prepared to share and learn about today's hot topics, while building connections with your peers, in a discussion led by your Group Officers.

3:30pm-4:00pm

Break

4:00pm-5:30pm

General Session: Meaning More to More People

Crystal Ballroom – Conference Center Level

For orchestras to build vibrant and sustainable futures, we must grow our communities of engagement and support. Traditional tools for achieving this include audience development, artistic planning, community engagement, civic engagement, fundraising, and education. At their core, these tools all contribute to the aspirational goal of *meaning more to more people* and they are most powerful when used in combination.

Ellen Hill Zeringue (Vice President and Chief Marketing Officer, The Henry Ford) will lead a discussion with Karisa Antonio (Senior Director of Social Innovation and Learning, Detroit Symphony Orchestra), Randy Wong (President & CEO, Hawaii Youth Symphony), and Trent

Rash (Executive Director, The Missouri Symphony) to explore how orchestras can holistically pursue this critical goal.

5:30pm-6:30pm

Welcome Reception
Terrace Room – Terrace Level

7:00pm

Group Dinner (Optional, pay your own way)
Location TBD – please notify [Courtney Millbrook](#) if you'd like to join

Available Coffee

There will be complimentary coffee available by Registration at the following times:

12:30pm-1:30pm

3:20pm-4:20pm

Monday, January 29, 2024

7:30am-11:00am

Registration
Crystal Ballroom Foyer – Conference Center Level

8:00am-9:00am

Breakfast
Crystal Ballroom – Conference Center Level

9:00am-11:00am

Visioning the Future
Fort Miami – Conference Center Level

Change is certainly in the air. How do we go about defining our organizations' futures, and setting strategies for a future that may look very different from the present? How do we uphold mission integrity, as the nature of our programmatic offerings changes? What are the implications for our financial models, and for the people who make up our organizations?

We will discuss these questions and more with [Mark C. Wallace](#) (President & CEO of the Detroit Riverfront Conservancy), who leads the reimagining of the public spaces and programming making up the Detroit waterfront, under the banner "Bring Everyone".

11:00am-11:15am

Break

11:15am-1:15pm

Building Board Engagement
Fort Miami – Conference Center Level

As highly engaged executive leaders, we need equally engaged Board members to partner with. Yet a Board's trust in its Executive Director can often tip over into complacency. For EDs, the sense that our Board has checked out - and is governing by observation - can be not only isolating, but also damaging to the organizations we steer.

Join us for a session led by governance specialist [David Styers](#) (League Director, Learning and Leadership Programs) to refine the challenges we face, and to workshop new approaches to building and sustaining Board engagement.

1:15pm-2:00pm

Lunch on your own

2:00pm-4:00pm:

Staff Retention and Culture-Building
Fort Miami – Conference Center Level

While increasing turnover presents a challenge for all organizations, the burden of recruitment and onboarding new staff is especially heavy for those with the smallest staff teams. Where can we make investments today that will pay off tomorrow, in terms of staff commitment and motivation? And how can we leverage our assets in order to remain attractive to new and current staff members, in an age of hybrid work patterns and demands for rapid career progression?

Join [Hannah Lozon](#) (Senior Director of Talent & Culture, Detroit Symphony Orchestra) for a presentation and discussion of practical tactics that work.

4:00pm-5:00pm

Cross-Constituency Midwinter Debrief – Group Officers Only
Fort Drummond – Conference Center Level

Available Coffee

There will be complimentary coffee available by Registration at the following times:

10:00am-11:15am

1:15pm-2:30pm

Generous support for the League's Midwinter Managers Meeting provided by:

*The Wallace Foundation – Opening Session funder
Boomerang Carnets | CIB – Sunday Evening Reception Sponsor
Sametz Backstone Associates – General Support*

Notice: It is important to keep in mind antitrust rules governing competition that apply to this group discussion. While the agenda for this group includes discussion of a variety of issues that are crucial to orchestras' planning and strategies, the goal is not to agree on a single approach to these issues. With the benefit of analysis and discussion, each orchestra will be able to decide independently what course of action is best for its own organization. We ask you to avoid comments that relate to your orchestra's current or future plans for *ticket or event pricing (actual ticket prices, discount amounts), bargaining (including collective bargaining agreements or with vendors), or compensation.*