**Training Your Trainers**

Music Team Development

*Ideas for successful coaching/instruction*

1. Main principle: “Nobody cares how much you know, until they know how much you care.” -Theodore Roosevelt
2. Maxim for voice teachers: DO NO HARM
3. Principles for coaching:

-Listen: what words are being used? Don’t wait to respond, but listen to understand

-The perception of the student of what they know and what they are doing is **always correct**!

-Focus completely on the student/section. Meet them where they are.

-No agendas-remove yourself from any preconceived thoughts

-No touching without permission

-Strive to use a teacher’s vocabulary

-“KISS” principle!

-One size does not fit all! Don’t be afraid to develop your own bag of tricks.

1. Communication precepts:

-What I Hear I Forget

-What I see I sometimes remember

-What I do I remember

-What I understand I never forget

1. Practices:

-Begin with the student’s/section’s goals

-record the session (everyone!)

-take notes (everyone!)

-constantly check for understanding and awareness

-carefully gauge the absorption quota-don’t try to cram too much in!

-one thing at a time, knowing that learning happens at different rates for different people

-work from strengths

-sing along and/or demo as needed

-use visual aids as needed

-lots of encouragement and praise! Particularly important for AHA moments!

-ensure a sense of accomplishment

-end with summary and homework, if there is any

1. Always remember to:

-teach what you know, and can show…it’s okay to not know something!

-critique the performance, not the performer

-focus on results, not errors

-explain what and how as much as possible

-find their brilliance!

-teach with humor and fun ☺

Ryan Heller, with appreciation to Patty Cobb Baker and Sharon Babb