

TEMPLATE: Appreciative Performance Review

From Tafelmusik

Note: This review is used in addition to an annual performance review to gauge organizational performance and vision.

Music is the essence of every society's culture; its ability to communicate beyond boundaries inspires us to bring an appreciative eye to the possibilities of human life. Music stretches us to understand the wholeness of our humanity by granting the audience the powerful freedom to imagine.

The passion for music links orchestras across the country in a collective celebration of our cultural essence. We are living in a time in which there are no real limits to the possibilities for co-operation and communication. Just as music is transcending, Tafelmusik is called to exercise the power of our collective imagination to reach new heights.

- Describe a time this year when you had a sense of wonder, pride, achievement or relief because co-operation had gone beyond previously understood or anticipated limits. Tell a story about this time. What conditions were present to allow this communication and co-operation to occur?
- Consider a time when a compelling question or need allowed you and another person to truly connect and work together exceptionally well. Without being modest, what contribution did you make? What impact did this have on you and your sense of self-worth? On Tafelmusik?
- What is one thing that you or your orchestra does exceptionally well, a "golden innovation", about which the world needs to know?
- Imagine the most ideal environment for Tafelmusik as a learning organization, co-created by the musicians and staff, powered by golden innovations. Because we have created this together, Tafelmusik has drawn upon co-operation in every form...and this innovative co-operation takes forms that are local, national and international. What do you see happening? What strengths is this building upon from the present? What do we need to develop?
- What strengths do you and your department have? What would you like to develop?