

# *Leadership*

- ⇒ *Definition / Philosophy*
- ⇒ *Some Qualities*
- ⇒ *Some Objectives*

## Leadership

- Has been defined as “the ability of an individual to influence, motivate and enable others to contribute toward the effectiveness and success of the organization of which they are members”
- Is a subject that has been debated for years in many capacities. Leaders possess numerous different traits and abilities – many of which can be learned and improved.
- Some qualities that are often associated with leadership may include
  - Achievement – it is my belief that as a leader you must “do” to be successful
  - Enthusiasm of Cause - If you are the type of caller who just shows up each week to collect a paycheque, you won't last long and neither will the dancers you train
  - Motivation - if the caller can't be bothered to help out with using their expertise to ensure a successful club, then why should the dancer?
  - Vision – you need to be the reason dancers want to volunteer, to help in the club and keep it going
  - Positive Image - you need to set an example of dress and behavior. Outstanding leaders are self-conscious about their own image. They recognize that they must be perceived as competent, credible and trustworthy.
  - Encouragement – what is said over the microphone is transmitted to everyone. Offering kindnesses and kudos can make a difference to beginning dancers
  - Diplomacy – control situations without condemnation
  - Optimism – very few pessimists become leaders!
- Some Leadership Objectives as a Square Dance Caller
  - You are running a business! Like any other business, you need to get involved
  - Become an active and participating member of your local association
  - Step out further and become a member of parent associations if they exist
  - Become an active member of **CALLERLAB**
  - Offer the benefit of your expertise and knowledge but at the same time, respect differing views of others
  - Maintain your growth with consistent upgrading and education
  - Be diplomatic
  - Be proud of everything that you say or do. If your comments or actions were going to be printed on the front page of the local paper, would they end your career or close your business?
- Many callers take on this job not realizing they are under a microscope and everything they say and do is being watched and recorded. That bright spotlight that sometimes is so satisfying for the ego can also create a flame that can burn you!
- Callers who work for executive run clubs who have annual elections have a particularly daunting task. They have to get along with each new executive member each year. Many of these people are also new leaders and often times are “thrown” into position and don't feel any unity with the group or the job. Or worse, many have been in the position for years and are resistant to change. You need to be the professional and positive example they rely on ALWAYS!!!

# *Ethics*

- ⇒ *Understanding Ethics*
- ⇒ *Do you have a “Rule”*
- ⇒ *CALLERLAB code of ethics*

## Ethics

- Understanding Ethics
  - Ethics are beliefs that differentiate right from wrong - a set of principles of right conduct
  - Ethics & laws often coincide, with the result that many unethical actions (ie: theft or physical violence) are also illegal
  - Other actions are not against the law but are considered unethical (ie: not helping people with certain needs or deliberately withholding critical information in a decision making issue or backing out of a dance contract to take a better paying dance contract.)
  - Identifying the ethical choice is sometimes difficult – the best course of action is to make the choice that would prevent anyone else from casting doubt on your decision
  - Maintain a high level of professionalism
  - Treat sensitive information as confidential
  - Exercise personal integrity – both on and off the mic
  
- Everyone must have a code to live by!
  - It is very easy to become arrogant and pumped up with your new talents. This needs to be avoided at all cost
  - Do the best you can and be fair in all you do. The old adage of “**do unto others as you would have done unto you**” definitely applies here!
  - Keep ethics in mind when dealing with newly appointed club executive members. Don't lose your professionalism. Do what you know is right and best for the club and the activity
  - A lack of ethics makes it harder for people to trust one another. If trust is missing, our lives are more difficult, inefficient and unpleasant
  
- How about Peers?
  - At times, this activity displays inflated egos. Be sure that you can work objectively with folks from diverse backgrounds
  - Avoid petty jealousies
  - Avoid displaying any prejudices you may have
  - Accept criticism without getting emotional
  - Be able to offer “constructive” criticism without personal attack
  - If nothing good can be said, then it would be good to say nothing!***
  
- What about your partner?
  - Does your partner know and support your ethical structure?
  - There are many cases where the partners disagree ethically and careers, or worse, marriages have ended
  - You and your partner need to be sure that you both agree with the path being taken and can both support the decision
  
- So what are Ethics?
  - They are the base foundation of your life - in the calling spotlight they are more visible, therefore making you more accountable
  - They are something you and your partner must live with throughout your entire career
  - The duration of your career is determined not only by your on-stage performance but your off-stage performance as well
  - If you lead in an ethical manner, you will develop followers ....

**Without followers there is no need for a leader!**



# CODE OF ETHICS

(Revised April 16, 2003)

*Code: The professional caller must wholeheartedly subscribe to the established standards of relationships to accomplish the declared purpose and objective of callers in the square dance profession.*

## I ACKNOWLEDGE:

1. That I have an obligation to the dancers; therefore, I shall provide information, instruction and leadership to enable and encourage the dancer to develop to his/her full potential so that he/she may derive the maximum satisfaction and pleasure from the activity.
2. That I have an obligation to the club organizations; therefore, I shall participate in the development and maintenance of a sound and respected club organization, and shall endeavor to discharge this obligation to the best of my ability and to advise them wisely and honestly.
3. That I have an obligation to the profession; therefore, I shall respect the dignity of the leaders, teachers and callers as persons, and shall maintain a good reputation for personal integrity.
4. That I have an obligation to the activity as a whole; therefore, in my personal, business and social contacts, I shall be conscious of its heritage and its future, and conduct myself accordingly.
5. That I have an obligation to continue to work for professional growth, to adhere to uniform nomenclature, to learn, to lead and to contribute to the total square dance movement to the maximum of my ability.
6. That I have an obligation to all associations dealing with the activity; therefore, I shall promote a spirit of cooperation between the various elements of the association.
7. I will conduct myself at dances in a responsible manner that would not shame other callers in the profession. This includes: (1) Making every reasonable effort to arrive at calling engagements early enough that the dance will begin on time; (2) Refraining from using language in bad taste or telling jokes that may be embarrassing to the dancers, or calling under the influence of alcohol or any controlled substance (drugs); and (3) Staying within the guidelines of the advertised dance program without variances.
8. Except in extreme emergencies, I will honor all contracts I sign. Meaning: (1) I will fulfill all items in the contract; (2) I will not cancel any contract if that cancellation causes a hardship on the sponsoring group. This includes giving sufficient and adequate notice of any cancellation that may be absolutely necessary; (3) I will not send a replacement caller unless this is first approved with the contracting group; and (4) I will conduct my financial affairs within the square dance activity in a responsible manner. This includes paying my debts on time, or making acceptable arrangements if unable to pay on time.
9. I will only perform music which has been obtained in a manner which properly and completely compensates the artists and producers responsible for its creation. I will not enable others to use copies of my music while I still retain my ownership.

I accept these obligations as a personal responsibility and solemn pledge, both in spirit and in fact, in a manner consistent with the highest standard of professional services as a member of CALLERLAB - The International Association of Square Dance Callers. I shall discharge these obligations and dedicate myself to that end.