

20. DEUTSCHER ORCHESTERTAG



14. UND 15. MAI 2023

Hotel Aquino Tagungszentrum // Berlin - Mitte

COLOGNE, JANUARY 2023

Dear Partners and Exhibitors, Colleagues and Friends of the German Orchestra Day,

last year, for the first time, our conference took place in May instead of in the fall; the change was very well received. This was also shown by the subsequent opinion poll. Therefore, we will stick to the spring however this year in our new location, the **Hotel Aquino conference center** in Berlin-Mitte.

We hereby cordially invite you to the 20th German Orchestra Day on **May 14-15, 2023**

TOUCHED, LED! LEADERSHIP IN CHANGE

Together we hope to explore topics, such as

- what constitutes **good leadership**, today and in the future, and taking into account the specifics of a cultural enterprise,
- what challenges **sandwich positions** on the middle level bring with them, and
- how **team and self-development** can be better integrated into the orchestra's daily routine

Our conference title does not only mean a new empathic/kind leadership style for the tasks of the future. It also stands in the area of tension between hierarchical and demoralizing structures and the recurring abuse of power - employees are not pawns, but the most valuable resource in people-focused operations. Against the backdrop of the predicted shortage of skilled workers in society as a whole and in the midst of the Long Covid of arts employees, theaters and orchestras should also ask themselves as employers how they can be attractive to potential employees in order to find and retain them.

On the first day, we will focus on us: Together we, we will sharpen and update the profile of the orchestra manager* and thus find a better common understanding and a sense of we. In addition, we would like to focus more on your very own topics. Besides the classical workshops, we offer you the opportunity on Sunday afternoon to discuss in small groups your personally pressing technical question (BYOT) or to present your best practice example as a solution for your colleagues present.

On Monday, we want to develop an understanding for and the specifics of „leadership in the orchestra (management)“, dedicate ourselves to the topic of mental health, and reflect on and reflect upon interaction and communication with colleagues and employees.

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The multiple crises from energy to inflation are also leaving their mark on the German Orchestra Day. In order to be able to continue to offer you a reliable conference that is organized on a voluntary basis and run on a self-financing basis, we will now have to moderately increase our participation fees after years of price stability.

Finally, we would like to thank our premium partner, Mannheimer Versicherung, who will again be at our side this year.

You will find the link to the online registration here:

<https://www.deutscher-orchestertag.de/dot-2023/anmeldung-firmenpraesentation/>

We look forward to celebrating the 20th edition of our conference with you!

Kind regards!

Your team of the Deutscher Orchestertag GmbH

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