

THE MELODY OF SUCCESS

By **PREMA JAYABALAN**
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MUSIC has always been a part of Christian Gansch's life. Growing up, his home was filled with the sound of singing and the playing of musical instruments. Music has always been there, though it was not necessarily classical.

"At the age of four, I built myself a drum kit from my mother's pots and pans. I then turned on the radio and drummed to the music for hours, until my parents thought that I should learn how to play an instrument," reminisces Gansch.

So, it comes as no surprise that this internationally acclaimed conductor, producer and consultant has won not one or two, but four Grammy awards.

"I studied music at the Vienna University of Music and Performing Arts. At 21, I was lead violinist at the Munich Philharmonic Orchestra.

"A position like that in a major international orchestra gave me the chance to work with the best conductors and to use them as mentors for my conducting career.

"But at the same time I was always interested in business, so at the age of 29 I decided to switch to the music industry. Little did I know that it would lead to a 14-year success story," explains Gansch on his career journey.

During his tenure as a conductor, Gansch has worked with the English BBC Orchestra, the City of Birmingham Symphony Orchestra, the German Symphony Orchestra Berlin, the Russian National Orchestra, the Orchestre Philharmonique de Radio France in Paris and

the NHK Symphony Orchestra Tokyo.

Having two diverse perspectives of the musical world, one from the eye of a musician and the other from a manager, Gansch has managed to create an exclusive coaching method drawing on similarities between orchestras and company structures.

According to Gansch, a functioning orchestra is a prime example of efficient management, leadership and conflict-solving strategies.

No other group has such highly-qualified individuals working together on a daily basis for hours on end and in such close quarters.

His coaching concept uses the strategies of symphonic processes, which are significantly more complex and defined than is usually presented to the public.

He adds that in both orchestras and companies, success is only possible when one decisive question is answered: how corporate identity and unity can be developed on the basis of individual abilities and diversity.

"The main focus of our work consists of anchoring the symphonic motto of 'listening to each other – acting together' in the awareness of companies. The development of interactive, cross-departmental communications processes creates new operational impulses in a company," says Gansch.

"I am convinced that companies can learn a lot from orchestras in terms of soft skills. This is because a great orchestra recruits the best people from around the world under one slogan: 'There's no 'I' in 'team'!'"

When asked about the lessons learnt throughout his career, Gansch says that such moments take place all the time.

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He says that even the best processes and structures can ultimately fail because of individuals.

"Only when management respects and values its employees can they be self-motivated and responsible for their collective success. This is the way to healthy corporate ethos, which ensures that each individual can identify with the company."

"For me, the perfect triad of leadership skills are to recognise, decide and act. If a manager just decides and acts, but doesn't recognise the employees' different characters and needs, then there are no leadership skills there. And they shouldn't wonder why they have employees who are unmotivated and working pragmatically by the book," he says.

■ *Christian Gansch will be in Kuala Lumpur on April 3. He will be speaking at the Business of innovation forum organised by The London Speaker Bureau. For more information, visit www.bizofinnovation.com.my or call 03-23010988.*



Grammy winner Christian Gansch is highly regarded internationally as a conductor, producer and consultant.

ARE THE JANITORS IN YOUR BRAIN GETTING A CHANCE TO DO THEIR JOB?

By **TERRY SMALL**
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I take my brain health seriously. How about you? The *New England Journal of Medicine* says that brain-condition related deaths are sky-rocketing. Between 1979 and 2010, men are up 66% and women 92%.

Studies find that 54% of these could have been avoided. I think in the future this number will be higher. Prevention is key.

What if you could hire a crew of janitors to keep your brain in good condition? You already do have a crew, but they may not be getting a chance to do their job.

The answer: sleep.

The University of Rochester Medical Centre for Translational Neuromedicine released a study showing slumber gives your brain a chance to clear out potentially harmful waste that build up while you're awake.

This waste includes amyloid beta - a driver of Alzheimer's. Essentially, while you sleep your brain "takes out the trash".

If we cut back on sleep the janitors may not have the time...

This process is called the glymphatic system. It is 10 times more active when you are sleeping than when you are awake.

Also note:

- Lack of sleep seems to play a role in dementia and other brain disorders.
- Cellular waste is flushed out of your brain cells and into your circulatory system, and then to the liver.
- Cerebral spinal fluid is pumped through your brain tissue to remove the waste. When you sleep, your brain cells shrink 60%. This allows



- the fluid to move faster and more freely.
- The pumping of this fluid takes a lot of energy. Energy that doesn't seem to be available when you are awake and engaging actively with your environment.

The lead author of the study Dr Maiken Nedergaard puts it this way, "You can think of it like having a house party. You can either entertain your guests, or you can clean the house. But, you can't really do both at the same time."

The researchers point out that nearly all degenerative brain diseases are linked to the accumulation of cellular waste products.

Most studies indicate that if you add up all your minutes of sleep for the year and divide by 365, the number should be between seven and nine hours of sleep.

On a lighter note, Ernest Hemingway once said, "I love sleep. My life has the tendency to fall apart when I'm awake, you know?"

Congratulations on learning something about your brain today. The *Brain Bulletin* is committed to help to do just that.

Always remember: "You are a genius!"
Enjoy your brain.

■ *Terry Small is a brain expert who resides in Canada and believes that anyone can learn how to learn easier, better, faster, and that learning to learn is the most important skill a person can acquire. To interact with Small, email mystarjob@leaderonomics.com*

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PROGRAMME

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| ▶ Date
Thursday, 6 March 2014 | ▶ 9am - 9:30am
Registration | ▶ 10:30am - 11am
My Experience in Returning to the Workforce |
| ▶ Venue
Impiana Banquet Hall, Impiana KLCC Hotel | ▶ 9:30am - 9:45am
Opening Remarks | ▶ 11am - 12:30pm
Tips on Returning to Work |
| ▶ Time
9.00am - 3.30pm | ▶ 9:45am - 10:30am
Flexibility in the Workplace | ▶ 12:30pm - 3:30pm
Networking and Lunch |

Meet participating employers:

- | | |
|--------------------------|----------------------------|
| ▶ Accenture Malaysia | ▶ PwC Malaysia |
| ▶ CIMB Group | ▶ Royal Selangor |
| ▶ Dell Malaysia | ▶ Shell Malaysia |
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| ▶ Malayan Banking Berhad | ▶ Taylor's Education Group |
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