

DIE DEUTSCHE  
KAMMERPHILHARMONIE  
B R E M E N



# The 5-second model



A recipe for success for high performance teams  
and a new form of management training

Die Deutsche Kammerphilharmonie Bremen  
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Kraft Foods

Partner of the Deutsche Kammerphilharmonie Bremen

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# A Challenge High Performance Teams

Whether in sports, economics or culture: only high performance teams have a chance to get to the top and to stay there. However, it is not just a case of being »a good team«. It is about true top performance – and achieving this is becoming increasingly a challenge.

## Characteristics of high performance teams:

- total performance orientation
- clearly defined norms and values
- ambitious targets
- distinct feeling of responsibility
- social competence
- expert team management
- good working environment
- positive internal and external relations

... and, of course, high performance teams have demonstrable success!



Why should a team develop into a high performance team? The present economic climate - with its increasing competitiveness ensuring that only the very »best« can win - makes increased performance and cost reduction necessary. This requires team work, but the advantages of team work come to full fruition only in a high performance team. At the same time, the high performance team has advantages for its team members: it is fun to work in a high performance team, it brings in more money and provides a spring board for professional careers. In a high performance team, team members experience less (negative) stress, they are often healthier, and their contentment is evident also in their private lives where they are more relaxed and balanced.

But: high performance teams seldom develop spontaneously and of their own accord. By no means do they develop from the pure and simple wish to be a high performance team. That requires a great deal more! Nevertheless, many teams and working groups can indeed develop to a high level of performance: if they really want to, if they are allowed to, and if they know how to become a high performance team.





# A high performance team lays its cards on the table!

»How on earth do they do it?« This question comes up again and again when looking at impressive successes, such as those regularly achieved by the high performance teams of Ferrari and Bayern München. However, most high performance teams do not lay their cards on the table. Small wonder, as their success is based on their specific optimisation of individual performance and group achievement, geared to a common aim. This highly complex process brings with it a decisive competitive advantage and nobody likes to reveal their recipe for success.

At the Deutsche Kammerphilharmonie Bremen, things are different: if you promise not to found an orchestra tomorrow, this high performance team will give you an insight into their way of working and their methods, by means of which the orchestra has developed into one of the most unusual, exciting and successful in the world.

## What will be on offer?

- To observe a high performance team at work is always an unforgettable experience.
- To be integrated into the working processes of a high performance team gives a feeling of how such a team »ticks«.
- Conversations with participants in a high performance team produce an understanding of how the enthusiasm arises, which creates the uniqueness and the energy behind it all.
- Prof. Dr. Christian Scholz' comments on the interrelationships clarify the logic behind this success.

In this manner a learning process based on experience is initiated, which helps one's own team to become a high performance team.



On an unforgettable day, you will experience, in the course of »playing«, what the actual point of a high performance team is – in a totally different way from that which traditional seminars and workshops are able to convey.

The Deutsche Kammerphilharmonie Bremen does not »simply lay its cards on the table«: together with Professor Dr. Scholz of the Universität Saarbrücken it provides a well thought-out personnel development programme geared to the needs of enterprises, which is fun to participate in and opens up completely new horizons.





# The 5-second model

In music, the interval between a note and its neighbouring note in the scale is called a second. When played at the same time, these two notes produce a highly dissonant friction and tension which demands resolution and produces a dynamic response. When the two notes are played one after the other, the impression of a step is created. This dual nature makes the interval an ideal synonym for development.

The Deutsche Kammerphilharmonie Bremen has made use of this knowledge in its own development process: in cooperation with Prof. Dr. Scholz, the success factors decisive for their high performance were filtered out and tuned to the research results of other high performance teams.

This activity led to a general key model for high performance teams. Within this »5-second model« ten core terms are brought together to give five fertile areas of tension.

The five seconds are:

## The 5-second model



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As in music, so also in team management, these areas of tension create productive discussions resulting in a balanced enhancement of performance.

At present, the 5-second model serves the further development of the Deutsche Kammerphilharmonie Bremen – because even this top orchestra can and will continue to improve as a high performance team.

But it also provides a clearly communicable key model which – once properly understood – can be fairly readily transferred to enterprises and organisations of any kind.

Therefore, the five blocks of the event are tuned precisely to the five seconds, in order to make the transfer as succinct as possible.



# The Speakers



## Die Deutsche Kammerphilharmonie Bremen

The Deutsche Kammerphilharmonie Bremen ranks amongst the best chamber orchestras worldwide and gives guest performances internationally on the world's greatest stages such as New York, Vienna and Paris and at renowned festivals such as Salzburg and the London Proms. The wide range of style and the quality level of the orchestra have been documented on numerous CDs with well-known recording companies. The Deutsche Kammerphilharmonie Bremen generates the major part of its budget itself. Its structure is unique, because the musicians are at the same time partners in the orchestra and thus responsible not only for its artistic but also for its financial success.



## Prof. Dr. Christian Scholz

Prof. Dr. Scholz has been at the Universität Saarland, in Saarbrücken, since 1986. As Professor of Business Management he is in charge of the specialised subject area Organisation and Personnel Management. In 1989, he started the first MBA programme for the training of managers at the university. Since 2000 he has been a Board Member of the Deutsche Gesellschaft für Personalführung (DGFP e.V.) (German Association of Personnel Management). Professor Dr. Scholz has over 20 years experience in management research and management training. He is the author of one of the most successful personnel course books Personalmanagement («Personnel Management»). His recent book «Spieler ohne Stammplatzgarantie» deals with changes in the present world of work. In September 2003, Prof. Dr. Scholz was named by the specialist personnel journal with the highest circulation as one of the »40 most influential people in human resources matters«; above all, his role as both a forward and lateral thinker, who successfully identifies new trends and shapes new developments, was highlighted.



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