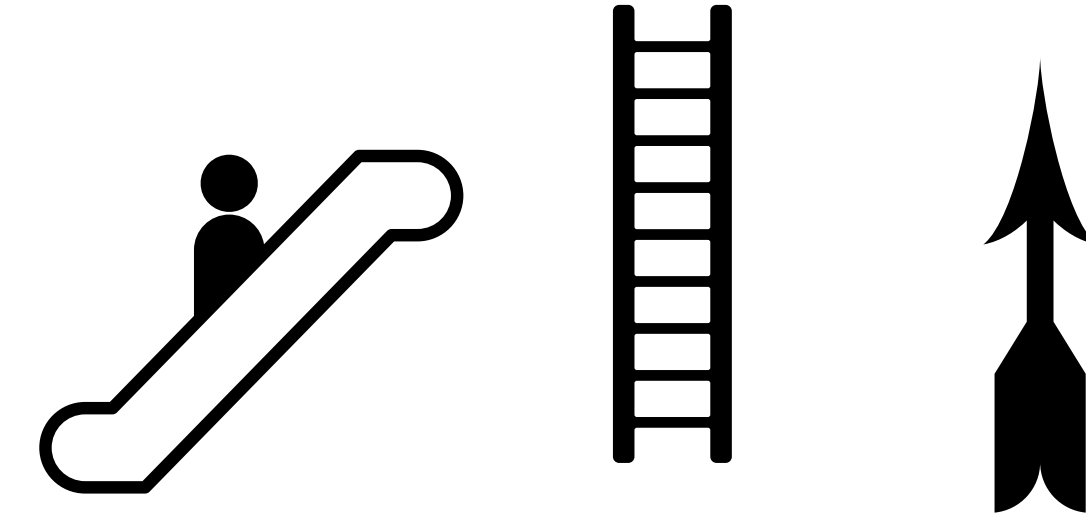


VADEMECUM TANZ



**EIN LEITFADEN ZUM EINSTIEG INS 1. ENGAGEMENT AN EINEM STAATS- ODER STADTTHEATER -
A GUIDE TO GETTING STARTED WITH THE I. ENGAGEMENT AT A STATE- OR MUNICIPAL THEATRE**

CHRISTIANE THEOBALD 4. DEZEMBER 2023

STRUKTUR / STRUCTURE

VADEMECUM TANZ - EIN LEITFADEN FÜR DEN BERUFSEINSTIEG IN STAATS- UND STADTTHEATERENSEMBLES

INPUT - 30': WANN - WO - WIE: FRAGEN / WHEN - WHERE - HOW: QUESTIONS / Do's and Dont's / CHECK's

Q & A - 15'

INPUT - 30': PARTICIPATION / RESPONSIBILITY / TOOLS + TIPPS

Q & A - 15'

Not to forget: **LOOK FOR THE LIGHT!**

Before I sign a contract -

Questions I should ask myself:

@ Where would I like to live ?

@ What repertoire would I like to dance?

@ How big should the ensemble be?

@ Would I like to go on tour?

@ What fits to my current life situation?

@ State theatre / Municipal theatre /

@ independant dance company or

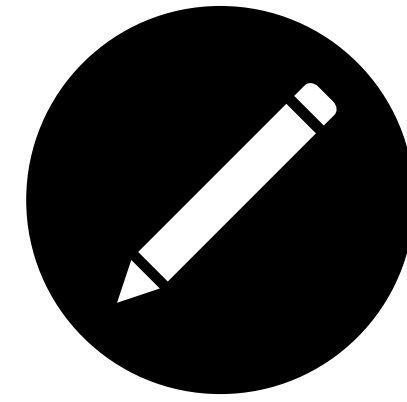
Ballet/dance department of a Theatre/Opera?

@ freelancer / guest in productions?

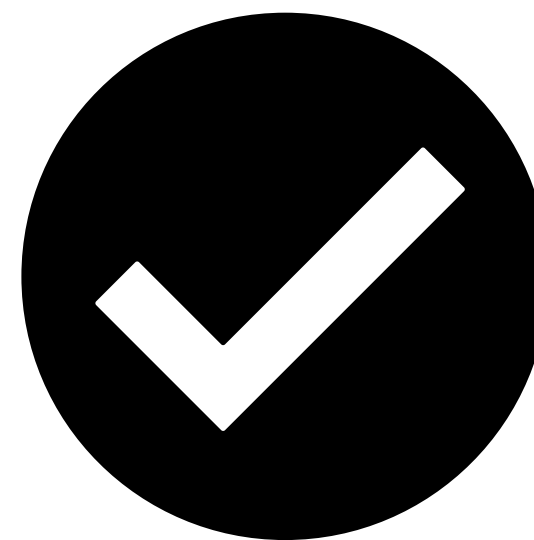
ONBOARDING

- RECHTE - RIGHTS
- PFLICHTEN - OBLIGATIONS and DUTIES
- DO'S + DONT'S = HOUSE ORDER
- CHECK RULES for company members / for guests
- HIERACHIEN - HIRACHIES

- RULES for:
- Fittings - rehearsal costumes
- How to use pictures and Photos for social media
- Time to be present in the theatre before a show



- VERPFLICHTUNG - OBLIGATION **Nr. ONE:**
Have your paperwork **DONE!**
- You are getting paid **ONLY** when all papers are completed



- OBLIGATION to dance in OPERA / OPERETTA / MUSICAL and DANCE PRODUCTIONS

- MITWIRKUNGSPFLICHT IN OPER / OPERETTE / MUSICAL UND BALLETT ODER TANZPRODUKTIONEN

- HIERACHIEN - Hierarchies:
- Eleve / Corps de Ballet / Demi-Solist / Solist / Principal
- Or GUEST
- As a guest you negotiate your fee by yourself: for a production / for a special amount of time f.a. Pregnancy representation
- VERTRÄGE FÜR NV BÜHNE SOLO - DIE GAGE WIRD EIGENSTÄNDIG VERHANDELT
- Contracts for NV Bühne Solo: you have to negotiate your fee by yourself
- VERTRAG ALS GRUPPENTÄNZER:IN AN DEN TARIFVERTRAG GEBUNDEN
- Contract as Corps de Ballet Member: The contract is bound by the collective agreement

- **CHECK** what the theatre offers:
- HAUSTARIFVERTRAG - HOUSE COLLECTIVE CONTRACT
- NV BÜHNE / NV BÜHNE SOLO
- CODE OF CONDUCT
- FEEDBACKKULTUR / FEEDBACK CULTURE
- BESCHWERDESTELLE / COMPLAINTS CENTER
- FLACHE HIERARCHIEN / FLAT HIERARCHIES # VERTICAL
- KONFLIKTBERATUNGSSTELLE / CONFLICT COUNSELLING CENTRE
- PERSONALRAT / STAFF COUNCIL
- GESUNDHEITSMANAGEMENT / HEALTH DEPARTMENT - PHYSIOTHERAPIE
- GUTE FEHLERKULTUR - good ERROR CULTURE
- OFFENER UMGANG - OPEN APPROACH
- TRANSPARENZ - TRANSPARENCY

- **CHECK** what the Theatre offers:
- GASTIERMÖGLICHKEITEN / OPPORTUNITIES FOR GUESTING
- KARRIEREGESPRÄCHE / CONVERSATIONS ABOUT YOUR CAREER
- CHANCEN AUF WEITERENTWICKLUNG / CHANCES FOR FURTHER DEVELOPMENT

- UNTERSTÜTZUNG IN WEITERBILDUNG / SUPPORT and OPPORTUNITIES FOR FUTURE EDUCATION



PARTICIPATION - RESPONSIBILITY - TOOLS

PARTICIPATION - RESPONSIBILITY

- NACHHALTIGKEITSGRUPPE / SUSTAINIBILITY GROUP
- DIVERSITÄTS AG / DIVERSITY GROUP
- BALLETTSPRECHER:IN / BALLET SPEAKERS
- ORDNUNGS AUSSCHUSS / COMMITTEE ON THE RULES OF ORDER
- VERMITTLUNGSPROGRAMME / EDUCATION PROGRAM

SWOT-Analysis = STRATEGIC ANALYSE TOOL

..gives an internal analysis of the Strengths

& Weaknesses

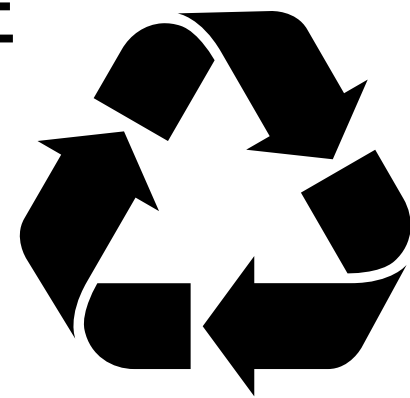
& an external analysis of the Possibilities and Risks

Gibt eine interne Analyse der Stärken & Schwächen

Und eine externe Analyse der Möglichkeiten &

Risiken

- TÄNZER:INNEN PERSPEKTIVE - DANCERS PERSPECTIVE



- THEATER/DIREKTIONS PERSPEKTIVE - THEATRE PERSPECTIVE
- = COMMUNICATION

HOCH			HOCH
	CHANCEN	RISIKEN	
NIEDRIG			NIEDRIG

	S	W	
	POSITIV +	NEGATIV - -	
Perspectives inside	STÄRKEN STRENGTHS	SCHWÄCHE N WEAKNESSE S	
Perspectivs external	CHANCEN OPPORTUNI TIES	GEFAHREN THREATS	
	O	T	

- Just an example how to use the SWOT analysis for a strategic planning.
- The tool helps in any question with its perspective
- I wanted to analyse what the strengths, threats, opportunities and weaknesses for a dancer in a smaller ballet company might be.

SWOT

STRENGTHS:

1. Close-knit Community: in a small ballet company, the dancer can benefit from a tight-knit community,
2. Fostering strong connections with colleagues and staff.
3. Divers Roles: Opportunities to perform a variety of roles may arise due to a smaller ensemble, allowing the dancer to showcase versatility and skills across different genres.

SWOT

WEAKNESSES:

1. Limited Resources: small companies may have fewer resources, which could impact the availability of advanced training, costumes, or production values
2. Career Advancement: Limited room for upward mobility within the company may pose challenges for career growth compared to larger, more established companies.

- SWOT
 - OPPORTUNITIES
1. Leadership Roles: In a smaller setting, a dancer may have opportunities to take on leadership roles
 2. or collaborate closely with artistic directors, contributing to artistic decisions.
 3. Creative Input: Smaller companies may be more open to dancers' creative input, allowing them to contribute
 4. ideas and shape performances.

SWOT

THREATS

1. Financial Instability: smaller companies may face financial challenges, impacting job security and the
2. Overall stability of the dance company.
3. Exposure and recognition: Limited visibility may pose a threat to a dancer's ability to gain exposure
4. And recognition on a broader scale compared to dancers in larger, more renowned companies

Tipps & Tools for strategic planning and Self-help

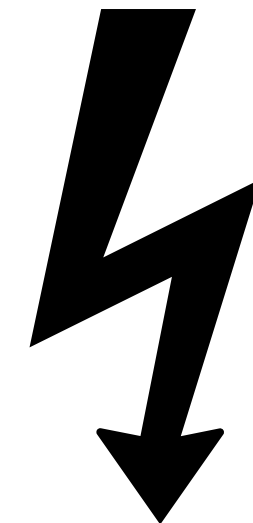
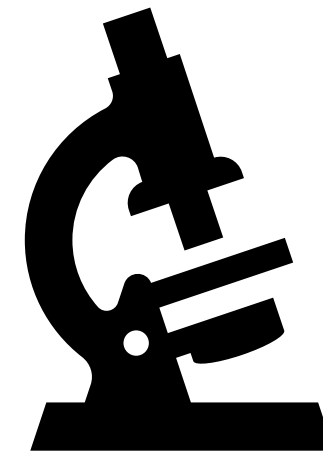
To make decisions strategically

FRAGE - QUESTION

ANALYSE - ANALYSIS

ENTSCHEIDUNG - DECISION

ALLES UNTER EINEN HUT BRINGEN



- ALLES UNTER EINEN HUT BRINGEN
- TO RECONCILE EVERYTHING



- Tool to find out, what the right decision
- Might be - gives me power to realize my
- decision

If I have too many questions and I don't know
what to do or how to decide ,

then I should use this Tool: *Reconcile everything*

Draw a stage & give your questions positions

- *Appreciative Inquiry*
- Method and attitude to locate your determination
- Standortbestimmung, Haltung und Methode
- Was ist gut in deiner Situation, konzentriere dich auf Positives
- What's good in your situation, concentrate on advancing
- The Positive
- Wertschätzung - Appreciation / Growing - Wachstum

- Prozess appreciative Inquiry:
 - DEFINE Theme, Problem
 - DISCOVER the positive nucleus
 - DREAM was erreicht werden möchte - what to achieve
 - DESIGN Teilprojekte entwickeln
 - Develop + design sub-projects
 - DESTINY, DELIVER
- aus der Inspiration
 - heraus erfolgt die
 - Umsetzung
 - From inspiration the
 - Implementation takes
 - place

Example for appreciative inquiry:

In your questions you focus on positive aspects:

Strengths and Opportunities

1. Strengths-based questions:
2. Instead of asking, what are my weaknesses in this routine?
3. Ask: What strengths can I emphasize to enhance this routine
4. Positive Framing:
5. Instead of asking, what mistakes should I avoid, ask: What successful elements can I build up to
6. Refine my performance?
7. Reflect on successful Moments: ask yourself: can I recall a performance where everything clicked?
8. What elements contributed to that success?

- To be continued
 - Collaborative exploration: Instead of focusing on individual challenges, ask, How can our ensemble build up on our collective strengths to create a more dynamic performance?
 - Future-oriented questions: Instead of dwelling on past difficulties, ask: In what ways can I continue to grow and evolve as a dancer?
 - Feedback for Improvement: ask for feedback in a positive manner, „ what aspects of my technique can I further develop to enhance the overall impact of my performance?“
 - Applying appreciative inquiry helps to shift the focus from problem-solving to leveraging strengths and positive experiences
- Appreciative Inquiry was developed by David Cooperrider and Suresh Srivastva

- TO REMEMBER !!

- Analyse

- Structure

- Check lists

- Strategy

- Acting versus waiting

- **LOOK FOR THE LIGHT**



