



ON A HIGH NOTE

Learning Guide

This guide provides trainers with information about the program and how to conduct a successful training session.



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About Star Thrower Distribution Training Programs

Star Thrower Distribution develops meaningful training programs intended to make an impact and enhance learning at all levels. Our programs teach new ideas, and inspire viewers to take action and embrace change.

Because the fundamental purpose of training is learning, Star Thrower materials are designed to make learning more effective. Our programs help viewers recall the information, understand the topic, and apply the lessons to their lives. Successful training means participants can use what they have learned and take action because of the experience. Through effective storytelling, our programs quickly captivate the viewer and appeal to a wide spectrum of organizations.

Using a Star Thrower Title

Star Thrower titles can be used as independent learning experiences, or as part of other initiatives. In both circumstances, the programs help engage the participant and encourage creativity and a willingness to change.

Additionally, because the content presented in the program is fundamental and offers simple, solid learning points, viewers can apply what they learn to their own situation.

Star Thrower programs are developed to help the trainer thrive. They include a variety of support materials to make teaching easier for the trainer, and learning easier for the viewer. The trainer has multiple options to make the training successful; trainers are encouraged to review the included support materials, determine which sections are relevant to their needs, and consider how the information applies to their organization.



About the Program

On a High Note is a short, inspiring program about the importance of hard work and having a vision. Join Laura Goodrich as she learns critical lessons about commitment and perseverance as she tells the story of Magdalena Müllerperth, a teenage girl who happens to be an extraordinary concert pianist.

Complete with support materials, **On a High Note** reminds us that when we put our best effort into achieving our goals, amazing things can happen.

"We have the ability to be amazing.

Don't be afraid. Reach for the stars, and live your life on a high note."

Program Information

Length:

- » 5 Minutes

Support Materials (included on the program DVD)

- » Learning Guide
- » Group Discussion Questions & Activities
- » PowerPoint Presentation
- » Film Transcript



About the Support Materials

All of our programs come with support materials, designed to help viewers learn by understanding the topic, recalling the information, and applying it after the training has concluded.

Materials include:

Learning Guide

This guide provides trainers with information about the program and how to conduct a successful training session. It also contains information about the concept of Creative Tension.

Group Discussion Questions/Activities

These questions and activities are best used in a group setting to help participants discuss and process what they have learned from the program. They can also be used for independent learning.

PowerPoint Presentation

The PowerPoint can be used to help reinforce learning.

Film Transcript

For your reference, a complete transcript of the program is included.

About Laura Goodrich & GWTNext



Laura is the award-winning author and producer of four internationally distributed films, and the book/film *Seeing Red Cars: Driving Yourself, Your Team and Your Organization to a Positive Future*. It's the culmination of her dynamic philosophy, and two decades of research on trends and the future.

Laura is an internationally recognized expert in change and the future of work. She has over twenty five years professional experience; twenty of which she has spent as an innovator, speaker, coach, and advisor. Her global perspective on business and change have earned her the reputation as a "team fixer"; someone who can create positive outcomes in even the most challenging workplace dynamics.

Beyond her bio, what is Laura "really" like? Simply put... a breath of fresh air! And her message is popular! In addition to her book, *Seeing Red Cars*, Laura has hosted three television shows and a national radio program. She and her business partner are pioneers in producing cutting edge online experiences that leverage filmmaking sensibilities into a process that drives true change.

An industry executive recently stated, "After 30 years of talking about extending a learning experience, Laura Goodrich and Greg Stiever have created a truly engaging Online Experience that drives real change."

GWTNext
Global Workforce Transformation

There is more information and knowledge floating around us than ever. Not all of it is good. When we consume information we pay with time... and believe it or not, it is the priciest possession that we have. The challenge for organizations and individuals is to find the most relevant information without wasting time.

That's where GWTNext comes into the picture. It is envisioned as a hub for refined knowledge, featuring tools in areas of change, future of work, and work-life balance. Our community has already started to take shape. It includes entrepreneurs, executives and authors. For now, we will be offering high value content and online immersions and move forward by listening to our community of leaders and forward thinking individuals.

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About Magdalena Müllerperth



Magdalena Müllerperth was born on the 18th of September 1992 in Pforzheim, Baden-Württemberg in Germany and began piano lessons at the age of 5.

Since 1999, she has won over 35 prizes at piano competitions including Les Recontres Internationales des Jeunes Pianistes de l'an 2002 in Belgium, The Permio Della Critica 2004 at the Concorso Europeo di Musica in Italy, the German State Piano Competition Jugend Musizient in 2005 and first prize at a competition held by the Minnesota Orchestra, Young People's Symphony Concert Association in the USA.

In 2003, Magdalena Müllerperth became a junior student of Professor Sontraud Speidel at the Public University of Music in Karlsruhe, Germany. In 2007 she became a student of Professor Alexander Braginsky at the University of Minnesota, Minneapolis and at Hamline University in St. Paul, Minnesota, both founded by scholarships.

In 2009, she performed her solo debut with a recital as part of the Monastery Maulbronn Concertos which featured compositions by Johann Sebastian Bach and Pavel Haas, as well as contemporary composers. Her partner at the piano is often Frank Dupree.

In addition to performing in Europe, Russia and America, Magdalena Müllerperth performs as a featured soloist with Baden-Bardener Philharmoniker conducted by Werner Stiefel, The Slovak Sinfonietta conducted by Peter Wallinger, Kurpfälzer Kammerorchester, Stuttgarter Philharmoniker conducted by Simon Gaudenz, The Philharmonic Orchestra of Luhansk conducted by Kurt Schmid and The Minnesota Orchestra conducted by Marc Russell Smith.

Magdalena has studied with Jerome Rose at Mannes College, The New School for Music in New York City and received the 2010 Lichtenberger Music Prize (Lichtenberger Music Foundation Herfried Apel).



Creating a Memorable Experience

Organizations hold learning and development sessions for a number of reasons, but generally, the goal is to create some sort of change or impart information that is valuable to participants and to the organization. In order for this to happen, participants need to remember, comprehend, and apply what they have learned.

Therefore, it is important to develop a training session that:

- » Reviews the lessons
- » Enhances comprehension
- » Applies the information

Using the three above steps to guide and develop a training program will help organizations get the most out of the time they spend training. Therefore, whenever possible, it is suggested that you not only show the program, but generate some sort of discussion and recommendations for next steps, whether formal or informal.



Creative Tension Explained

Creative tension is a situation, whether personal or professional, that ultimately results in a positive new idea or outcome.

Essentially, creative tension is a tool that helps organizations realize better ideas and solutions. It is born from the pursuit of a vision, but acknowledging the constraints of a current reality.

The gap between the two is creative tension.

Three elements creating creative tension:

1. **Current reality;** this is easy to talk about, but more difficult to practice. It's hard to be completely honest about our strengths and weaknesses.
2. **A vision for the future;** a clear understanding of where we want to go, what we want to do, and what we want to achieve. The more focused the vision, the better.
3. **The distance between the two;** this is what creates creative tension. The wider the gap, the greater the tension.

Groups and organizations need to learn how to tap into that tension to find the best solutions.

Three ways to ease this tension:

1. **Lie about our current reality;** making it seem better, or in some cases, worse, than it is.
2. **Change the vision;** make the goal easier to achieve.
3. **Work together;** to bridge this gap between the vision and the current reality.

In **On a High Note**, Magdalena Müllerperth is the perfect example of harnessing the power of creative tension. This is because she has a clear and accurate understanding of her abilities as a pianist. She also has specific goals she'd like to attain. She uses creative tension to improve, learn new pieces, and become an even better artist. She could just as easily give up or pick an easier piece, but instead, she chooses to harness her energy and drive to excel. Magdalena has learned that her potential is limited only by her own perseverance. When she works within the creative tension, she can truly accomplish anything.!

We all have the ability to use creative tension to our benefit. It's not easy. In fact, it's most likely challenging and uncomfortable. It's hard to be completely realistic about our current reality; it requires honest assessment. When we do utilize that tension, and harness our energy to accomplish our goals, solutions we may not have previously found can be discovered. Instead of giving up or settling for a mediocre answer, we can take ourselves and our organizations to the next level!



Training Tips & Ideas

Before the Session

- » From experienced professionals to individuals new to training, anyone will be able to successfully lead a group through this program. You have the option of following the training materials closely, or simply using them for additional support.
- » The support materials are not intended to be a script. Instead, they give you the freedom to utilize the concepts that will work best for your organization.
- » To help your participants gain as much as possible from **On a High Note**, review the program and the materials before the session. Consider how the concepts apply to your organization and determine how you want to lead the session.

Session Preparation

- » Take notes on how the content is relevant to your organization. Determine at least three outcomes you would like to see achieved in the session. Select the questions and exercises you plan to use with these goals in mind, and reference them throughout the session.
- » Arrange the room so all participants can clearly see the screen, you, and each other.

During the Session

- » Welcome participants as they arrive and introduce yourself. Invite group members to introduce themselves too. Take a moment to outline the purpose and plan for your gathering.
- » Watch the program with the group to encourage involvement.
- » At the end of the program, give viewers a moment to reflect quietly on what they saw.



Training Tips & Ideas (Continued)

Short Session/Brown-Bag Lunch Session

- » Introduce yourself, and take a moment to discuss the purpose of the gathering and intended goals.
- » Show **On a High Note**.
- » Share the definition of Creative Tension (page 9) with the group.
- » Select five group questions or one or one group exercise to complete with your group.
- » Follow up with a future session to review the lessons learned and discuss application; recommended within six weeks.

90 Minute Session*

- » Introduce yourself, and take a moment to discuss the purpose of the gathering and intended goals.
- » Show the program.
- » Ask participants to take a moment to internalize what they saw, and then discuss what they remember most clearly.
- » Share the definition of Creative Tension (page 9) with the group.
- » Ask the group 10 pre-selected questions.
- » Complete one pre-selected exercise with the group.
- » Conclude by going through the PowerPoint™ Presentation with the group.
- » You may want to consider hosting another training session within six weeks to review the lessons learned and discuss application.

**Be sure to give participants a break halfway through the session.*



Notes

For Evaluation ONLY