

Roger Nierenberg

Creator of The Music Paradigm and Former Director of the Stamford Symphony Orchestra

The Music Paradigm. Simply stated, The Music Paradigm uses a symphony orchestra as a metaphor for any dynamic organization, particularly during a time of challenge or change. The concept was created and developed by Roger Nierenberg, Music Director of the Stamford Symphony Orchestra, in Fairfield County, Connecticut.

How it works

The executives are seated among musicians of a professional symphony orchestra. The musicians, however, are asked to do more than simply perform. The conductor leads them through a series of exercises that powerfully demonstrate critical truths about the functioning of organizations. These exercises are designed specifically for the sponsoring group. Executives discover themselves in the middle of a business simulation that invites breakthrough insights about themselves and their working relationships with colleagues.

The interface of the musicians and the conductor is similar in many ways to that of an organization and its leaders. The conductor may be viewed, for example, in the context of the company CEO or a team leader, and the instrumental families (strings, woodwinds, brass, percussion) may be seen as business units or teams. The orchestra's response to the conducting is almost instantaneous and their interactions are strikingly direct. This mirrors the leadership, teamwork, and communication that must take place in any organization.

*The Music Paradigm can also be adapted to the virtual world - delivering the same messages and impact via a combination of experiential, musical elements through the screen. [See more here.](#)