

# MISSION STATEMENT SCHLESWIG-HOLSTEINISCHES LANDESTHEATER UND SINFONIEORCHESTER



## PRELIMINARY NOTE

The descriptions of our mission, our values and our vision for the future contained in this mission statement are the result of an inclusive creative process which lasted several months and in which employees from all departments of the Schleswig-Holsteinisches Landestheater und Sinfonieorchester were able to participate in a variety of ways. They depict both the current situation as well as the path on which we want to advance together. Beyond shaping the mission statement, this process also shed light on what needs and exigencies exist among the employees. We have herewith come to an agreement on a common set of values, to be followed by the concrete implementation thereof in the context of the workplace.

The Schleswig-Holsteinisches Landestheater is a very special place for artistic creations and aspirations. Even if, as a limited liability corporation, it has to meet economic requirements, it is not a private, profit-oriented company.

## MISSION STATEMENT

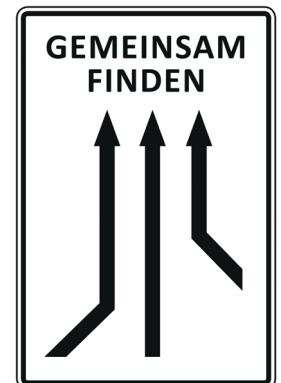
### Who we are

As the largest federal state theatre in Germany, since 1974 we have stood for theatre and concert events as well as for a broad range of theatre education programmes in northern Schleswig-Holstein. With more than 350 employees of 20 different nationalities in approximately 50 professions, we let artistic diversity and great emotions be generated all year round, each time unique and only to be experienced at that very moment when artists and audience come together. In addition, through our theatre clubs, choruses and workshops, we provide a stage for everyone.

We also provide space for social debates and inward reflection while simultaneously fulfilling our mandate as educators. We are a part of multifaced social and cultural networks and we espouse democratic values. The German theatre and orchestra landscape forms part of the general cultural heritage, and it is as part of this landscape, that we make our contribution.

With well over 600 performances, presentations and concerts spanning the region from the Danish border to the Elbe and from the North to the Baltic Sea, we are affordable for everyone and right in the neighbourhood. For us, artistic diversity in the categories of musical theatre, ballet, play, puppet theatre and concert, means the putting on stage of stories and music from all periods in a wide range of styles, thus making them accessible to our audience. We offer performances and events suitable for people of all ages.

We are a non-profit, mid-sized enterprise, partially government-funded, bound by collective bargaining agreements and borne by a mutually supportive circle of cities and counties. At the same time, we strengthen the regional economy and quality of life.



## **Our values**

We maintain a culture of togetherness that is characterised by trust and appreciation. We learn from experience and from each other. This includes communicating, negotiating and showing mutual respect. We courageously try out new forms of participation, are open to criticism and receptive to impulses from within and without.

We always strive for the highest artistic quality for our audience. We work hand in hand in a spirit of trust across departmental boundaries, counting on team spirit and individual responsibility. Reliability, fairness, equality of rights and respectful interaction are preconditions for being able to work together, free of fear and discrimination. We handle differences of opinions and accept that not every problem can be solved immediately. We acknowledge the work that our colleagues do and we are aware that without the contributing share of each individual there would be no achievement for anyone at all. This achievement is more than the sum of its parts.

Joint reflection is part of our ethos when coping with mistakes. We deal responsibly with financial resources, natural resources as well as the labour of each individual. Artistic work involves friction and conflict, but that does not justify violating the values we have formulated here.

## **Our vision**

We want to be an artistic undertaking in which there are sufficient time and place for consultations and exchanges among one another. We remain in open discussion with each other, utilising clear and process-oriented communication structures, with drop-in centres for voicing criticism, conflicts and wishes. We want to keep decision-making processes transparent and live a culture of responsibility through participation. We explore how broad participation in strategic processes can be made possible. We want to support and promote the professional and personal development of all employees, protect their mental and physical health and take individual circumstances into account, through, for example, various models of flexible working hours.

Faced with a constantly changing world, we too continue to cultivate our own development in order to make broad cultural participation possible. To enable the fulfilment of these tasks, we hope for financial and social backing. We want to continue to reach and move an extensive audience with our enthusiasm in the future. We want to live Art in harmony with World.

We dream of a theatre of never-ending dreams.

*April 2024*