

Issue number: 10

Issue: How to keep your passion and joy working with administrative and bureaucratic worktask?

Convener(s): Ida Buren

Participants: James Moore, Piia Ahonen, Michelle Wild, Matgreet Huizing, Dorte Wolter

Summary of discussion, conclusions and/or recommendations:

We had an open, sharing and very concrete discussion based on everybody's experience in the everyday office management. It was of great value for me as convener. Thank you! Some suggestions/conclusions/recommendations were;

Build up your professional identity through educational programmes and courses. A lot of your work is based on work practice, and you might be involved in worktasks of for example economic or communicative nature that you don't have professional skills in.

Enter into a local branch organization of managing directors or create a platform where you regularly can meet with colleagues and discuss and learn.

Share your knowledge with others, for example young emerging artists and/or groups. You keep your passion if you share it with others.

Connect people, create new meetings this can also give you joy and new energy.

How the organization is structured and funded is important and influence the power position of the managing director. Is it an arts organization funded by an individual creative director than it's like a family business and the position as managing director is less obvious and powerful. If it's an organization runned by the managing director she/he is in more power to control her/his work.

Remember that you to (the managing director) needs to do the same developing activities that you plan for your staff.

Mix your job as a managing director with a more project-oriented position so that you can get the joy of being involved more directly in projects as well. This can be tricky if it's within the same organization, and easier done if you share your work in different organizations.

Involve an organizational consultant as an external expert in the forming of how the organization and the staff should run and do their job.

Soulsearching – identify the passionate core of your work!

Go and see and enjoy the artistic work that your company produces. Get a connection to the artworks, the artists, the problems they face out touring etcetera. Then your work tasks with these issues will be more interesting and of higher importance.

Inspired by the book "The big fish" build in moments of meditation during your work day.

Take longer breaks from your work in periods and do other things.