

Issue number: 20

Issue: How to train my boss? Capacity building programs for senior professionals

Convener(s): Corina Oprea

Participants: Guy Hollands, Kosmos Theatre, Bradley Allen, Katie Stuart

Summary of discussion, conclusions and/or recommendations:

Problems identified:

- Senior managers lack space and time to train
- Difficulty in justifying to the staff the need for training and that the whole organization can benefit from
- Challenge on bringing up the need for improvement in artistic knowledge
- The artistic capacity is considered to be a given, but it's never sorted and it needs continuous training.
- Professional pride
- Not-existing training programs for senior, festival programmers, artistic directors, curators etc

Recommendations within the organization:

- Send the artistic director to new festivals and set up meetings with art makers which are not in the regular circle of acquaintances.
- Marketing team to help and question the articulation of project concepts

What would a capacity building for senior professionals consist of:

- Cross-disciplinary education, needed for the current reality of arts sector; performing arts directors should improve their knowledge in visual art field, music etc
- To organize horizontal laboratories facilitating interaction between senior and junior professionals
- IETM could function as an alternative training platform
- Theoretical insight into contemporary art questions

Best practice example: Scottish Arts Council offers 2000 pounds annually to organizations to train their chief-managers.