

NASAA

2015 LEADERSHIP INSTITUTE SALT LAKE CITY, UTAH

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ARTS & MUSEUMS

The Change Leader Program and the 2015 Leadership Institute

The 2015 Leadership Institute in Salt Lake City, Utah, focused on change, both within our field and without, and how we hoped to shape the future. NASAA took inspiration from the [Change Leader](#) curriculum, a professional development program pioneered in Utah that has since propagated to Colorado and Idaho.



The Change Leader Program began more than 10 years ago, and is designed for a wide range of participants, including arts administrators, community leaders and individual artists. The curriculum and pedagogy are based on several core values: leadership, community building, awareness of self and others, trust, fun, and embracing change. The core concepts are familiar (power, leadership style, negotiation, resistance, facilitation, etc.), but they build upon each other in a unique way.

Change Leaders participate in a three day retreat-style workshop and then implement a certification project to implement the skills learned at the workshop. Although those two aspects serve as the foundation for the Change Leader Program, the real secret is the continued connection between participants after the workshop, through social media and ongoing interaction. In Utah, the 200+ members of the Change Leaders network form an ongoing community of practice. Furthermore, the network has become a locus for arts advocacy, community development and civic leadership across the state.



Although a NASAA Leadership Institute cannot fully replicate the Change Leader program curriculum, it can borrow key concepts and teaching methods useful to state arts agencies in their public-sector work. To this end, NASAA engaged six certified Change Leader instructors to facilitate each state arts agency peer group (executive directors, deputy directors and chairs/council members) and help them explore a specific set of goals:

- understanding the flow of human dynamics through the group cycle
- leading transition and transformation
- addressing resistance effectively
- occupying multiple points on a change continuum

For more information, [browse the session materials](#).



Photos 3 and 4: GeorgeLong.com