

Today's seminar will begin shortly

National Assembly of
State Arts Agencies

KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

Please complete your phone connection now:

1. Dial the toll free number 1 866 275 3495.
2. Enter the meeting number *4671867* on your phone keypad. Enter the star (*) key before and after the meeting number.
3. **Identify yourself.** Using your **phone** keypad, enter the unique 5-digit participant number from the bottom of your Voice Connection box. Enter the star (*) key before and after the number.

Tip: Find your Voice Connection Box near the lower right hand corner of your screen.

Creative Leadership

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Your Hosts

National Assembly of
State Arts Agencies

KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY



Jesse Rye

Policy and Program
Associate



Eric Giles

Learning Services
Manager

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- **View all participants** in the roster to the right
- **Use the “Chat to:” box at any time** to submit a question or get technical help
- **During Q&A breaks** presenters will answer chat questions

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Agenda

The Change Leaders Program

Anna Boulton, Community Development Manager
Utah Arts Commission

ONEAL and Leadership Arts

Molly O'Connor, Arts Learning in Communities Director
Oklahoma Arts Commission

Georgia Williams, Cultural Development Director
Oklahoma Arts Commission

Leadership Development Discussion

Moderator: Jesse Rye, NASAA

Resources and Wrap-up

Jesse Rye, NASAA

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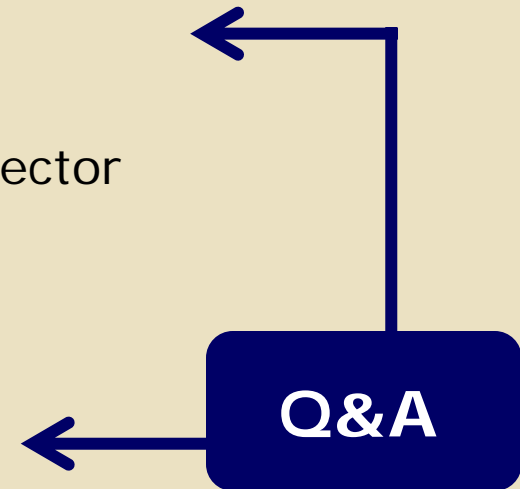
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Anna Boulton

Community Development Manager



vision

The Change Leader Program

Utah Arts Council



Genesis—Awareness

- 2002 Philanthropic climate
- Sustainability threatened
- Changes needed
- Community Leadership—a broader view
- KEY—Leading Change

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Assessment

- A close look at our leadership development training
 - What was not working....
 - Lessons learned--Pilot program for Action Learning
- Resources
 - Challenge America funding
 - Supportive Director

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Structure

Components of the program

1. Change Leader Institute--consultant
2. Certification project
3. Ongoing mentoring & coaching
 - Social networking online
 - Leadership circles
4. Conferences & Leadership Development Opportunities
 - Recertification



Curriculum

- Focus on steps to lead change
- Community Projects
 - Creating intersections within your community
 - Facilitating civic dialogue
 - Advocating for the arts

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New Beginnings

- First 2 years—Lessons Learned



Honoring Resistance—Refining and Reframing

- Listening
- CHANGING
 - Example: from 12 days to 3 days for the institute





Outcomes--Intended

- Higher level of leadership in over 24 Utah communities
- Cultural network
- Mentoring
- Advanced training
- Better delivery system

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Surprises....unintended outcomes

- Catalyst for leaders to change
- Civic involvement
- Trust Level between Change Leaders
- Creative Communities Initiative funding--\$200,000 for 18 projects
- Current value of the program

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Challenges

- Staff time to nurture the program
 - The fine balance between new leaders and current Change Leaders
- Assessment
- Involving emerging leaders
- Meeting needs of all-volunteer organizations
- Limited space with current budget



Vision

- New statewide initiatives
 - Change Leader Random Acts of Art
- Utilizing the Change Leader pool of expertise
 - Emerging Leaders
 - Nonprofit training
- Growing the program beyond state borders—enlarging opportunities

Q & A



Use the
“Chat to:”
box to ask a
question.



Molly O'Connor
Arts Learning in
Communities Director



Georgia Williams
Community
Development Director



ONEAL is a free and independent statewide network for arts leaders age 35 and younger *or* those with less than five years of experience in the business of arts or art administration.

The Beginning of ONEAL

- **Group first convened in November 2008**
- **Volunteer task force of 10**
- **Facebook Group and ONEAL Blog**
- **Local media partnerships**
- **Over 300 members in 2010**



The Work of ONEAL



- **“ONEAL Deal” Events**
- **ONEAL Sessions at the Annual Oklahoma Arts Conference**
- **Oklahoma Colleges and Universities**
- **Recruitment of members across the state**
- **Exchange of information and resources**



Positive Impact of ONEAL

- Oklahoma Arts Council is connected with a diverse and young arts community
- Strong sense of advocacy
- Support system with statewide focus
- Creating awareness about opportunities
- The ONEAL group leads the way





The goal of **Leadership Arts** is to develop a statewide network of community arts leaders and advocates.

Initiated in 2008

Program Development

- **Advisory committee**
- **Research leadership program models**
- **Curriculum development**
- **Applicant diversity**
- **Identify community partners**
- **Experiential learning**



Needs and Opportunities



- Cultivate a network of articulate arts leaders and advocates
- Foster arts and cultural development at the local level
- Facilitate peer networking and alliance building



Session Content

- Reading assignments
- Role of arts in economic and social growth
- Panels and discussions
- Tour community arts spaces
- How to mobilize assets
- Alliance building
- Group work, building consensus, group dynamics



Program Outcomes



Graduates surveyed:

More informed and articulate community leaders

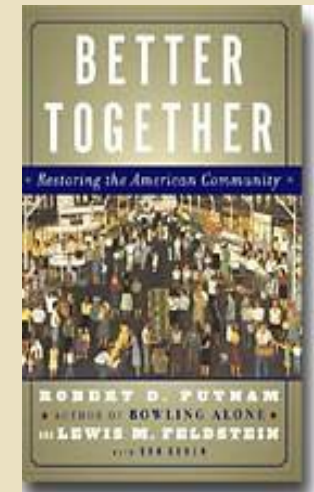
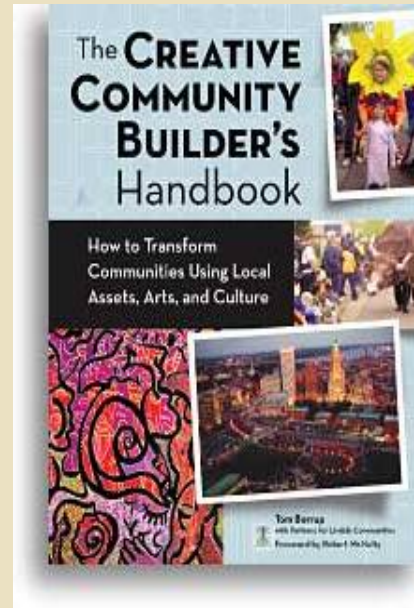
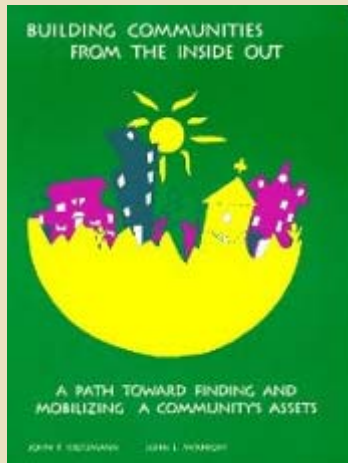
Inspires rigorous community cultural development

Leadership Arts graduates are partners in training

Leadership Arts attracts ONEAL members



Resources for Leadership Arts



communityartsnetwork
readingroom

Q & A



Use the
"Chat to:"
box to ask
a question.



Discussion

Why is it important to pursue leadership development now?



Discussion

What were your biggest challenges?



Discussion

What were some of your
best lessons learned?



What about next generation and emerging arts leaders?



Advice on how to start leadership development efforts?



FOLLOW UP E-MAIL

- Contact information
- Arts leadership resources
- Other nonprofit leadership resources

Save the Date!

Evaluation in Action:

Measuring the Impact of the Arts
and Equity Initiative

March 18, 3:00-4:30 p.m. EST

Thanks for participating!

Questions or comments about this session? Contact Eric Giles,
Learning Services Manager (eric.giles@nasaa-arts.org).

Many thanks to NASAA's member states and today's guests for making this session possible. The work of NASAA and of state arts agencies is also supported and strengthened in many ways through funding and programming partnerships with the National Endowment for the Arts.