

## **GEM Advanced Workshop:**

### ***The Learning Curve 2019:***

#### ***How leading a learning museum can transform your business***

The Learning Curve has been developed to support the leading professionals of museums and cultural organisations in building resilience through learning and innovating.

#### **What will you gain?**

This workshop is a unique opportunity for cultural professionals in leadership to network with peers, connect with your team, and refresh your thinking around taking your organisation forward.

Reflection, collaboration and motivation will be explored to overcome challenges and innovate across the museum.

*“It reminded me that change in an organisation is a learning experience - and that much management work can be seen in this way. And that is a good way to view learning.”*

#### **Who is it for?**

The workshop is for anyone in the heritage and cultural sector who is interested in transformational leadership and learning as an organisation. It is best suited to those in leadership positions, like directors, CEOs, trustees and managers. We encourage attending with a learning officer (or equivalent) from your organisation, in order to share insights and pool resources to move forward holistically, following the workshop.

#### **Who runs the workshop?**

The workshop has been devised and led by Nick Winterbotham, a former director and chief executive of many prestigious museums, including Eureka! The National Children’s Museum, National Railway Museum, York, and the Museum of East

Anglian Life. Nick is now the managing director of Nick Winterbotham Associates, delivering high quality consultation and training on leadership, heritage learning and team development, amongst other subjects.

#### **When & where is it?**

Tuesday 5 March 2019, 10.00-16.00, V&A, London

#### **Workshop fee**

The fee for **GEM members is £145, or £220 for a pair** from the same organisation. The fee for **non-members is £180, or £270 for a pair** from the same organisation. A pair can attend at the member’s discount if one person in the pair is a personal GEM member, or if their organization has an institutional membership. This includes tuition, course materials, lunch, and refreshments during the workshop. Participants will be responsible for arranging and covering the costs of their travel and accommodation for the workshop.

#### **How to apply?**

To apply for this course, please download a booking form from the GEM website and email it to [office@gem.org.uk](mailto:office@gem.org.uk) or send it to **GEM Office, 54 Balmoral Road, Gillingham, Kent, ME7 4PG.**

**Got a question?** Check out the FAQs below or phone us on 01634 853 424.

## FAQs

- What is the GEM advanced workshop?
- Who is the workshop for?
- What are the benefits and what will I gain?
- What does the workshop involve?
- When & where is the workshop taking place?
- Who runs the workshop?
- How many participants will be at the workshop?
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- Got a question?

### **What is the GEM advanced workshop?**

The GEM advanced workshop is a one-day workshop, with the opportunity for follow-up support, that has been developed to support the leading professionals of museums and cultural organisations in building resilience through learning and innovating. By exploring what it means to be a learning organisation, discussing the issues surrounding it and planning for the future, you will discover the rewards of embedding learning throughout your workplace.

*The Learning Curve* was developed in 2017 as part of the GEM *Learning and Sharing Centre* project, funded by Arts Council England.

### **Who is the workshop for?**

The workshop is for anyone in the heritage and cultural sector who is interested in transformational leadership and learning as an organisation. It is best suited to those in leadership positions, like directors, CEOs, trustees and managers. We encourage attending with a learning officer (or equivalent) from your organisation, in order to share insights and pool resources to move forward holistically, following the workshop.

### **What are the benefits and what will I gain?**

This workshop is a unique opportunity for cultural professionals in leadership to network with peers, connect with your team, and refresh your thinking around taking your organisation forward. Reflection, collaboration and motivation will be explored to overcome challenges and innovate across the museum.

We will do this by guiding participants through building a “learning organisation”. Learning organisations are organisations that understand and optimise learning. This is not just from the point of view of audience activities, but also in how leadership teams and directors learn, behave, act, speak and champion causes worth having. If this is embraced, the rewards for the organisation, its governance and its community are transformational. Nowadays museum purpose is bound up with the search for resilience; whether strategic, cultural, financial or simply in expertise. To achieve true resilience, the museum must become a learning organisation.

Through the workshop you will:

- Gain understanding about learning as an organisation and putting learning into action.
- Explore strategising, decision-making and gaining support for new ideas.
- Reflect on your organisation's governance and mission and the ways they can be developed.
- Discuss challenges in innovating and find practical solutions.
- Network with peers and connect with colleagues to generate new understanding.

By the end of the course you will have done preparation to create:

- A 2, 5 & 10-year learning museum strategy.
- A REALMS analysis of your organisation's potential.
- A performance dashboard to keep practically reflecting on your development.

There will also be the opportunity to have a follow-up discussion with the course director to get one-to-one mentoring on building your learning organisation.

### **What does the workshop involve?**

This one-day workshop will involve a variety of discussion-based exercises in pairs and groups to share ideas, challenges and expertise, including:

- Self-scoring your organisational learning.
- "50 Senior Management Team activities".
- Governance and stakeholders.
- Transformational leadership.
- Learning provision.
- "My purpose, our purpose".
- 2, 5 & 10 Learning Museum strategy.
- REALMS analysis of potential.
- Performance dashboard.
- Compiling action lists.
- Gallery challenge in the venue.

To consolidate learning and support the implementation of new ideas, the course director will be available for an individual follow-up discussion to provide some additional mentoring on learning as an organisation.

### **When & where is the workshop taking place?**

**The workshop is taking place:**

- Tuesday 5 March 2019, 10.00-16.00, V&A, London

### **Who runs the workshop?**

The workshop has been devised and led by Nick Winterbotham, a former director and chief executive of many prestigious museums, including Eureka! The National Children's Museum, National Railway Museum, York, and the Museum of East Anglian Life. Nick is now the managing director of Nick Winterbotham Associates, delivering high quality consultation and training on leadership, heritage learning and team development, amongst other subjects.

He says: "My contention is that we should lead all professional teams so as to enable the museum to take its place in the learning agenda for the whole community – visiting, virtual and even non-visiting."

### **How many participants will be on the course?**

The course is for a minimum of 8 and a maximum of 20 participants. Places are limited so that each participant may benefit from personal guidance of the course director.

*Please note, we would normally not run the course if there are fewer than 8 participants who book, in the event of a course cancellation all paid bookings will be entitled to full refunds.*

### **Course fee?**

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*The course fee must be paid in full at least one week before the workshop.*

### **How to apply?**

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Booking forms must be submitted at least one week before the workshop date. The application deadline is Friday 8 February 2019.

### **Got a question?**

If you have a question that hasn't been answered here, please contact Holly Bee at [holly@gem.org.uk](mailto:holly@gem.org.uk) or by phone on 01634 853 424.