

AiM Hallmarks

Museum Leaders & Enablers Programme

2017



**Association of
Independent
Museums**

Helping Heritage
Organisations Prosper



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What are the AiM Hallmarks Museums Leaders & Enablers Programmes?

AiM's development programmes support people who work in or with museums, with the aim of helping heritage organisations prosper.

The AiM Hallmarks Museum Leaders Programme provides practical tools, useful insights and a supportive peer network to equip museum directors to realise the full potential of their organisations.

The AiM Hallmarks Enablers Programme is for people who support museums through their work, for example through Museum Development or as independent consultants. It aims to equip participants to support organisations more effectively.



“Engaging with the Enablers programme has allowed me to evaluate and strengthen my relationships with museums. It is helping me to develop more effective mentoring, advocacy and facilitation skills which are transferable across all areas of Museum Development delivery.” *Sarah Spurrier, Museum Development East Midlands, Enablers Participant, Round 1.*

AiM Hallmarks Museum Leaders and Enablers Programme

Both AiM programmes are led by Ruth Lesirge and Hilary Barnard, highly experienced consultants with a strong track record of supporting chief executives from across the voluntary sector.

Their programme is built around intensive, highly interactive learning and draws on the experience of leading museum directors, charity chief executives and other leaders from the broader cultural and charity sectors.

Speakers in Round 1 have included:

Richard Evans, AiM Chair and Director, Beamish Living Museum of the North – Richard has helped participants develop thinking on leading a museum driven by a clear vision.

John Thompson, a charity Chair and Chief Executive in the mental health field, speaking about the challenges of changing an organisation's culture.

Jane Roscoe, Director of London Film School, speaking on increasing income and achieving financial stability through a focus on an organisation's purpose.

The AiM Hallmarks Leaders and Enablers programmes will both start in spring 2017 and run until late 2017. Full details of the programme and planned dates are available on the AiM website: www.AiM-museums.co.uk



“The programme is a worthwhile investment of your time and energy, to promote your development as a leader in the museum sector and to equip you and your organisation to be resilient in the face of the many challenges that lie ahead, particularly given the political and financial uncertainty of the next few years.” *Jason Semmens, Director, Army Medical Services Museum. Participant, Leaders Round 1.*

AiM Hallmarks Museum Leaders Programme

The AiM Hallmarks Museum Leaders Programme will equip you with practical tools, useful insights and a supportive peer network to help realise the full potential of your organisation.

Guest speakers from across the wider third sector will enable you to learn from successful charities, particularly focusing on organisational resilience and leadership.

The programme will give you:

- Increased confidence, knowledge and skills
- The tools to increase the resilience and long term prosperity of your museum, strengthening its organisational culture and embedding the AiM Hallmarks
- A mutually supportive peer network
- A positive approach to problem solving
- Opportunities for reflection and review



"The AiM Museum Leaders course provides an invaluable opportunity to better understand and develop your own leadership skills, and offers a constructive and supportive environment to constructively review your Museum and gain new insight into how to implement change." *Eleanor Pulfer-Sharma, Director, Bentley Priory Museum*

The AiM Hallmarks Museum Leaders Programme is based on five short two-day residentials at Hillscourt conference centre on the outskirts of Birmingham. The residentials cover the key elements of the AiM Hallmarks, including sessions on:

Purpose, Strategy and Future Proofing

Innovation and Change

Organisational Culture: Managing and Leading People

Leadership, Management and Governance

Finance and Accountability

Between sessions, we will help you to use your learning to make positive changes at your museum, including:

- Half-day action learning sessions to bring new perspectives to bear on your real-life challenges
- Further reading to enrich thinking
- Establishing a peer network to support you beyond the programme
- A follow up event after the programme to reflect on progress and ensure you have the tools you need to embed your learning in your museum

Who is it for: the programme is aimed at directors and chief executives of museums of any size. We also accept a small number of senior managers with significant leadership responsibility.

Participants in Round 1 include: Mhairi Cross, CEO of National Mining Museum Scotland; Jonathan Morton, Head of Operations, Tate St Ives; Helen Bonser-Wilton, Chief Executive, the Mary Rose Trust; Adrian Green, Director, Salisbury Museum.

The AiM Hallmarks Enablers Programme

The AIM Hallmarks Enablers Programme is for people who support museums through their work. Participants will become part of a skilled group of enablers who can support museums to use the AIM Hallmarks, helping them prosper.

The programme gives you the chance to develop consultancy and coaching techniques and use them effectively to help organisations change. It will develop your understanding of how organisations work and of the challenges of leadership, with insight from senior managers and trustees.

Through the programme, you will have chance to build a dynamic portfolio of tools to use in your work with museums and become part of a peer network and share ideas and insights.

The programme will give you:

- High quality facilitation techniques to use with museums
- The opportunity to develop independent thinking and new approaches to complex issues
- A mutually supportive peer network
- A positive approach to problem solving
- Opportunities for reflection and review

The AIM Hallmarks Museum Enablers Programme is based on four short two-day residentials at Hillscourt conference centre on the outskirts of Birmingham. Enablers are also offered personalised learning opportunities which might include study visits, mentoring or work shadowing.

The residentials include sessions on:

Methods and tools for challenging and supporting museums
Change management: how you can help
Working with directors and boards
Knowing your niche, developing your role.

Between sessions, we will help you to use your learning to make positive changes in your work, including:

- Half-day action learning sessions to bring new perspectives to bear on your real-life challenges
- Further reading to enrich thinking
- Establishing a peer network to support you beyond the programme
- Work based learning opportunities
- A follow up event after the programme to reflect on progress and ensure you have the tools you need to embed your learning in your work with museums

Who is it for: the programme is aimed at people who support museums through their work, with a particular focus on those involved with supporting organisational change.

We particularly welcome applications from people working in Museum Development, as well as other support organisations and independent consultants.

Participants in Round 1 include: Kaye Hardyman, Museum Development North West; Heather Lomas, independent consultant, Yvette Shepherd, Museum Development London; Paddy McNulty, independent consultant.



“Taking part in the Enablers programme has helped me develop my skillset and learn from and share ideas with the excellent Hilary and Ruth as well as an inspirational group of consultants and Museum Development Officers. Knowledge I have developed on the programme has enabled me to better support museum staff and trustees to embed change at their organisations and make their organisations more resilient.” *Laura Crossley, independent consultant, Enablers Participant, Round 1*

To apply:

Full application materials are available on the AIM website:
www.aim-museums.co.uk.

The closing date for Round 2 is 9th January 2017.

For further information about any of the AIM Hallmarks Learning Programmes please contact:

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