



**Association of
Independent
Museums**

AIM Hallmarks Enablers' Programme

An innovative and practical programme to support the professional development of people who support museums and museum professionals through their work, either in Museum Development, as independent consultants or through other organisations.

What does the programme offer?

- Increase your knowledge, skills and confidence, to enable you to support the museums you work with and build their resilience.
- Develop solution-focused approaches and thinking, with a focus on the more complex organisational challenges.
- Extend your range of tools to resolve dilemmas and address complex issues.
- Build a network of peers facing similar challenges, to share ideas and nurture potential collaborations and partnerships, linking Museum Development and others in new ways.
- Be part of a new cohort of enablers who are able to build the resilience of museums.
- Learn in a way which is designed to be accessible in terms of time and cost and which recognises and caters for a range of learning preferences.
- Encourage participating individuals, organisations and networks to embed the AIM Hallmarks of Prospering Museums in their work.

The shape of the programme

- The course is based on four residential modules near Birmingham, each from 12pm until 3pm the following day. Participants must commit to attend all five modules.
- The programme is led by Ruth Lesirge and Hilary Barnard, highly experienced consultants with a strong track record of supporting chief executives from across the voluntary sector.
- Residentials will include practical work, technical briefings and case studies specifically written for the course with suggested reading to expand your thinking.
- Each residential features expert guest speakers, usually one from the museum sector and one from the broader voluntary sector to offer a rich range of perspectives.
- Between the residentials, you will participate in action learning sets, which will be half-day meetings in London.
- Participants will be able to choose to include a number of additional learning opportunities including study visits and shadowing.
- You will be supported to develop an action plan to take your learning forward in your day-to-day work. There will be a follow up event after the end of the programme – an opportunity to reflect and ensure you have the tools you need to embed their learning.

Summary of Residential Modules

Enablers Module 1: Your Role and Contribution, *including: facilitating change management*

Enablers Module 2: Methods and Tools for Enablers, *including: building coaching and facilitation skills*

Enablers Module 3: Engaging the Decision Makers, *including: working with Boards*

Enablers Module 4: A Professional Approach, *including: leaving a legacy, ethics and values*

Dates for the Programme

Residentials

(Birmingham, from late morning on Day 1 to mid-afternoon of Day 2)

1. 25 and 26 April 2017
2. 6 and 7 June 2017
3. 26 and 27 September 2017
4. 15 and 16 November 2017

Action Learning Sets (London – afternoons)

1. 17 May 2017
2. 14 July 2017
3. 20 October 2017

Costs and eligibility

Applicants for the Enablers programme must either work in Museum Development, or work with museums in another capacity that involves supporting museums to develop and change. There are 12 supported places for people working in England for which the majority of the costs are supported by Arts Council England. Participants are expected to contribute £300 per place for the Museum Enablers programme. These fees include all accommodation and refreshments, course materials and the support of AIM staff and our trainers, but do not include travel. We have some bursaries and travel grants available for those who can demonstrate need.

If you work in a museum development role in Scotland, Wales or Northern Ireland, please contact us to discuss the possibility of a self-funded place.

Consultants and freelancers are encouraged to apply. We are looking for consultants whose current work involves organisational development, or who currently work in more specialist or technical areas and want to expand their work into broader management consultancy.

Applicants must either work for an organisation which is an institutional member of AIM or be an individual member, which offers significant benefits for freelancers, including a discount on AIM conference. Applicants can join at the point of application.

How to apply

Full guidance notes and the application form are available to download from the AIM website.

To discuss any aspects of your application, please contact Helen Wilkinson, helenw@aim-museums.co.uk

The deadline for applications is **5pm on Monday 9th January 2017.**



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