



**Association of
Independent
Museums**

AIM Hallmarks Museum Leaders Programme

An innovative and practical programme to support the professional development of museum leaders from the independent sector and beyond.

What does the programme offer?

- Increase your knowledge, skills and confidence, to enable you to strengthen the museum you lead and build its resilience.
- Gain practical support for you and your organisation, 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.
- 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.
- Embed the AIM Hallmarks of Prospering Museums in your development and in your museum.

The shape of the programme

- The course is based on five 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 extend 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.
- 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

Leaders Module 1: Strategy, purpose and future proofing, *including: understanding stakeholders, competitors and collaborators*

Leaders Module 2: Innovation and change, *including: incremental, radical and frugal innovation*

Leaders Module 3: Developing a positive organisational culture, *including: managing and leading people*

Leaders Module 4: Leadership, management and governance, *including: fostering a performance orientation for the top team and the Board*

Leaders Module 5: Finance and accountability in the service of purpose, *including: exploring outcomes-focused approaches*

Dates for the Programme

Residentials

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

1. 18 and 19 May 2017
2. 11 and 12 July 2017
3. 12 and 13 September 2017
4. 31 October and 1 November 2017
5. 12 and 13 December 2017

Action Learning Sets (London – afternoons)

1. 16 June 2017
2. 6 September 2017
3. 13 October 2017
4. 24 November 2017

Costs and eligibility

Applicants for the Leaders programme must have a leadership role in a museum which is either Accredited or formally Working Towards Accreditation, and which is a member of AIM. (Applicants can join AIM at the point of application, and membership is open to all kinds of museums and galleries.)

There are 12 places for museum leaders in England, and 2 places for museum leaders from Scotland, Wales or Northern Ireland.

We anticipate that applicants will normally be the most senior member of staff in their museum. To achieve a balanced cohort, we will also consider applications from others with significant strategic and senior management responsibilities. If you are unsure whether this programme is for you, please contact Helen Wilkinson, helenw@aim-museums.co.uk to discuss your [application](#)

The majority of the costs of each course are supported by Arts Council England (and by AIM for the places for Scotland, Wales or Northern Ireland). Participants' organisations are expected to contribute £350 per place for the museum leaders 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.

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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