

Image courtesy of the Museum of Contemporary Art, Sydney, Australia

## Assessing the impact of a key leadership development program for the arts

### > THE CONTEXT

The Australia Council for the Arts had identified the need for a dedicated leadership development program for arts managers - particularly for younger and emerging managers - to bridge the gap of skills, experience and outlook needed between managing a small to medium sized arts organisations (where many arts managers start their careers) and the large arts organisations such as the Major Performing Arts companies, major Festivals and arts centres. The Emerging Leaders Development Program was developed and offered for three years from 2011-13.

### > THE BRIEF

Positive Solutions was engaged to evaluate the Emerging Leaders Development Program to provide clear evidence of the effectiveness of the program in delivering its stated goals and to identify development outcomes and impacts of the program. The program's impacts were to be analysed to inform decision-making in relation to the continuation, development or change of the program in the future.

### > OUR APPROACH

Positive Solutions undertook a comprehensive review process that included surveys of previous participants as well as meritorious applicants who did not undertake the Program due to intake restrictions; interviews with a selection of mentors who assisted in delivery of the Program; interviews with line managers (or Chairs) of participants; and interviews with the Program Curator and relevant Australia Council Officers.

### > THE RESULT

Positive Solutions found that the program was a successful, valuable and a necessary addition to the industry's capacity-building efforts. Nearly all felt the program was achieving its aims. With the insights gained through the review process, Positive Solutions was able to identify areas for improvement and recommend key strategies to enhance the level of input from experienced industry representatives. It was recommended that the program be expanded to include digital resources and ongoing mentorship available after the five-day program.

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- > [Review of the Australian National Academy of Music and AYO](#)
- > [Northern Territory: Arts and Cultural Policy, Indigenous Arts Strategy, Arts Funding Program, Arts Policy Review, Darwin Festival](#)
- > [West Kowloon Cultural District - 15 Years Arts Development in Hong Kong](#)