

Thank you for your interest in Creating Transformation - a programme designed with and for the sector, delivered by **people** make it work.

Action-focussed, Creating Transformation is a live, intensive programme supporting all arts and cultural organisations and networks across the UK to create lasting transformations. Together, for 18 months, organisations will develop new skills, insights, practice and ideas to support lasting tangible shifts in leadership, governance, effectiveness, resilience, ambition, equity, quality, sustainability and more besides.

If you have any queries about the programme or the booking process, please do get in touch. l.twemlow@peoplemakeitwork.com

The programme at a glance

- Designed and delivered by **people** make it work – the leading organisational development consultancy for arts and cultural organisations with more than 20 years experience
- Starting in January 2024
- 18 months of immersive and intensive support from a team of sector experts
- Term-time only commitments (no delivery school holidays)
- Open to all arts and cultural organisations, networks and partnerships across the UK
- Limited discounted places for organisations needing financial assistance - priority will be given to individuals from under-represented protected characteristics.
- Bursaries to support individuals with caring responsibilities
- A learning environment dedicated to access for all
- A straightforward process to book your place
- Digital workshops for the whole organisation
- Residential workshops for cohort members
- Mentoring and co-coaching
- Action learning sets
- A community of leaders representing identities, experience and skills sets across all arts and cultural disciplines
- A curated online hub hosting all the tools, resources, presentations and videos - all free to use and share
- Monthly 1:1s, check ins or surgeries
- More than 300 hours of dedicated support
- Dedicated facilitator to support the distribution of learning across the organisation

Who is **Creating Transformation** for?

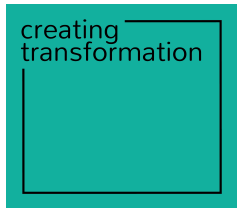
- All arts, cultural and heritage organisations, networks or partnerships across the UK. We welcome interest and enquiries from organisations of different scale, artform and location. Having a diverse cohort is essential to the programme's value.
- Organisations who are changing their practice to become more inclusive, resilient and equitable
- Organisations who have a vision for the future and want support to realise their intentions
- Organisations who need to change to reach more audiences, generate more income, strengthen their impact, become essential to their communities
- Organisations who want to lead a particular change with ease, momentum and flow
- Organisations who want to see a real shift in the cultural sector, and want to support, advocate and lead a culturally democratic sector
- Senior Leadership Teams that are stuck or blocked in the status quo and need tools, resources, support and coaching to reshape and refocus their organisation.

What do we need to bring to the programme?

Two people - we strongly recommend that each organisation nominates at least two people to engage fully in the programme. (It's a recommendation, but not essential). This is to strengthen the learning in your organisation and provide resilience. A diverse cohort is essential to the programme. We strongly encourage you to think about the right people for the programme. People who have the time, energy, commitment, experience and crucially are supported and empowered within the organisation to lead the transformation. It could be a member of your Board, a representative from a partner / network organisation, a member of your Senior Management Team.

Time - we are all busy, but leading your organisation effectively through changed times will take time and it makes sense to use your time wisely and productively with peers, experts and support to keep you on track, energised and focussed.

Energy and commitment - this is a peer programme. There is incredible value in learning with and from leaders from a range of organisations that represent different



perspectives, art forms, scale and purpose.

Infrastructure - this is a programme for the whole organisation or network. EVERYONE can attend the digital workshops but we do ask you to nominate two dedicated participants who will attend all of the residential workshops, surgeries, action learning sets. Their role is critical and with our support and your infrastructure they will be responsible for sharing and embedding the wider learning for the benefit of the whole organisation through communication, briefings, presentations, 1:1s etc.

Financial investment - we'd love to offer the programme for free! We can't - but by creating a programme of scale, with 60 participants, we can offer incredible value to everyone whilst still providing bespoke and individual support. We've also worked hard to ensure we can offer a limited amount of discounted places to organisations in need of financial support for individuals from under-represented protected characteristics.

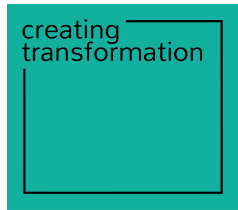
The programme is £5,000 + VAT per person for 18 months (invoiced at times to suit your organisational cash flow), with 30 discounted places at £3,125 + VAT. Organisations, networks and partnerships wanting more than 3 people on the programme can also apply for a 20% discount.

About us

Creating Transformation is designed and delivered by **people make it work**, an organisation with more than 20 years of experience in supporting arts and cultural organisations. We are dedicated to delivering exceptional quality through our fantastic team of people who make it work. We do that with extraordinary organisations who create outstanding creative work that shapes our society and the way we all see the world...that's why we focus on the Cultural Sector.

We work with a range of organisations from across the UK. You can see the range of organisations we have worked with [here](#) but that's just the tip of the iceberg. Last year alone we worked with and supported more than 300 arts and cultural organisations and we're delighted that 90% of our clients are from direct referrals and word of mouth. You can find testimonials on our website [here](#).

As an organisation we're committed to extraordinary results, unstoppable momentum, rigour, humanity, warmth, diversity and equity. You can find all of our values and the



expertise we bring [here](#).

We've embedded all our learning from previous programmes that we have led, designed or contributed to ([Culture Reset](#), [Change Creation](#), [Freelance Futures](#), Cultural Educational Partnerships programme, Weston Jerwood Creative Bursaries, Green Light).

Timescales

Creating Transformation is an 18-month programme starting in January 2024 (but with no planned activity during school holidays)

Provisional Key dates:

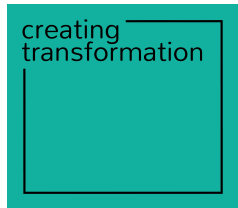
We'd love to receive your booking form no later than **24th November**.

Creating Transformation Induction and Welcome	Online - January 2024
Core Workshop 1 - Residential	6 & 7 February 2024
Core Workshop 2 - Residential	8 & 9 May 2024
Core Workshop 3 - Residential	20 & 21 November 2024
Core Workshop 4 - Residential	March 2025

Core workshops will be hosted in locations across the UK. Cohort members are responsible for transport and accommodation arrangements for residential workshops.

How to book your place

There is a short, simple form asking for the name of your organisation, the names / roles of two people who will lead the learning, sharing and participation in your organisation. The form simply asks you to describe the transformation you are seeking and is purely for us to ensure that the programme will meet your needs.



All the information you need to book your place is [here](#).

Send your final booking to l.twemlow@peoplemakeitwork.com.

More information, frequently asked questions...

For more information, or to find answers to frequently asked questions you'll find everything you need [here](#) or just [get in touch](#) and we'll get right back to you.