

Forging a Collaborative Path for Superior Professional Development

2013 OMA Annual Conference

Culture: Taking Charge

November 8, 2013 – 2-3:20pm



Arts Facilities

Mentoring Network

ARTS  ONTARIO

| **WorkInCulture**

AGENDA

1. Forging a Collaborative Path for Superior Professional Development - Presentation
2. Panel discussion - Mentorship as a Partnership w Q&A's
3. Group Exercise
4. Handouts and Q&A's

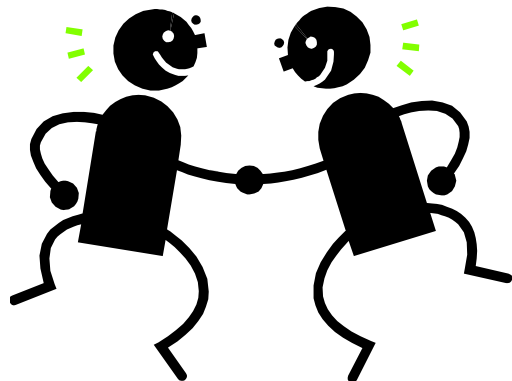


WHY A MENTORING PROGRAM?

- Proven successful through previous iterations completed by WorkInCulture:
 - powerful way to enhance relationships
 - specific knowledge needed
- ArtsBuild wanted a peer to peer learning opportunity on the topic of facilities
 - transfer of knowledge to build needed skills

MAKE PARTNERSHIPS WORK

Partnership is about addressing mutual interests by assessing and capitalizing on particular strengths to meet the needs of both partners



MAKING PARTNERSHIPS WORK

- Division of responsibilities
- Expanding relationships
- Skills and perspectives
- Shared definitions and joint design
- Define clear objectives and wins for both
- Talking
- Flexibility
- Opportunities
- Talking...and talking...and talking...and talking...



MENTORING AS PARTNERSHIP

THREE PHASES

- 1. INTRODUCTION – Exploration**
- 2. DISCUSSION – Sharing**
- 3. CLOSURE - Reflection**

INTRODUCTION

- LEARNING ABOUT EACH OTHER
- GROUND RULES
- QUESTIONING AND LISTENING

DISCUSSION

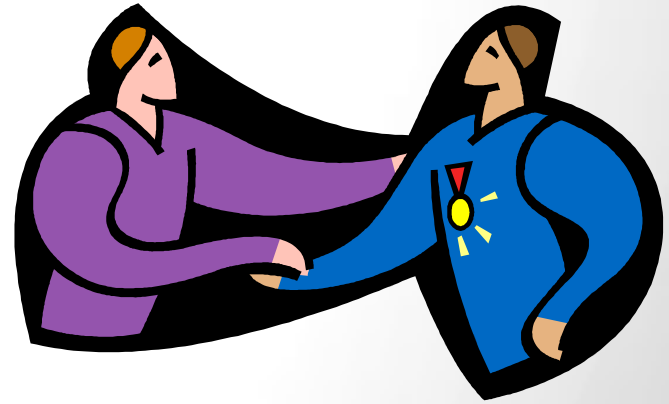
- GOALS AND STRUCTURE
- FLEXIBILITY
- FEEDBACK – GOES TWO WAYS

CLOSURE

- COMMUNICATION
- PREPARATION AND EXPECTATIONS
- TEAM CELEBRATION

BENEFITS OF PARTNERSHIP

- Wins for both partners
- Promotion
- Celebration
- Extending our networks
- Skills and opportunities
- Future collaboration
- Shared knowledge through surveys and debriefing
- Public reporting (future)



LESSONS LEARNED

- Teams – both need to gain
- Program partners – both need to gain
- Shared values
- Flexibility
- It's a skill

