



CHANGE CREATION

ARE YOU READY  
**TO LEAD YOUR  
ORGANISATION**  
INTO THE FUTURE?

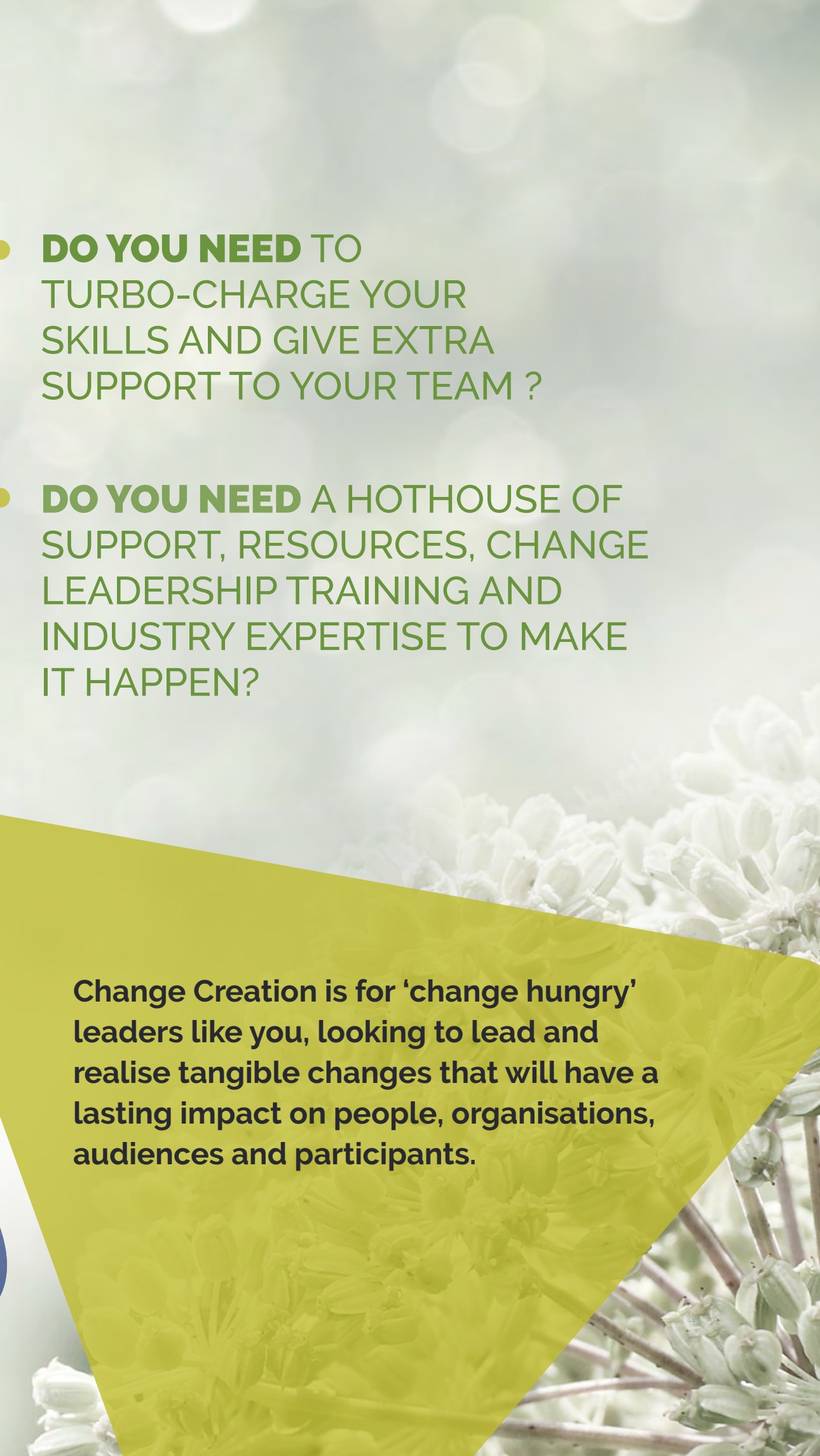


A photograph of a group of people on a stage, reaching up towards several large, dark, star-shaped balloons. The scene is captured in a low-angle shot, emphasizing the height of the balloons and the people's upward movement. The image is overlaid with a semi-transparent blue geometric shape.

In an ever-shifting landscape, with even more pressure to become resilient, culturally democratic, resourceful, relevant, innovative, creative, we are all facing change.

Photography courtesy of The Marlowe Theatre

- **DO YOU NEED TO** TURBO-CHARGE YOUR SKILLS AND GIVE EXTRA SUPPORT TO YOUR TEAM ?
- **DO YOU NEED** A HOTHOUSE OF SUPPORT, RESOURCES, CHANGE LEADERSHIP TRAINING AND INDUSTRY EXPERTISE TO MAKE IT HAPPEN?

A close-up photograph of white flowers, possibly tulips, with green leaves and stems. The image is partially covered by a semi-transparent yellow geometric shape.

**Change Creation is for 'change hungry' leaders like you, looking to lead and realise tangible changes that will have a lasting impact on people, organisations, audiences and participants.**



# WE CAN HELP

Change Creation is a two-year programme for senior leaders, **starting this November.**

## EACH ORGANISATION WILL BENEFIT FROM:

- 30 days of workshops and professional development
- Change leadership training
- Mentoring and 1:1 support
- A cohort of 60 peers who are all working on change and facing challenges together
- A vibrant online community where tools, resources, panel discussions, case studies, learning and ideas are shared.

## WHO CAN APPLY?

Change Creation is open to all arts and cultural sector organisations across the UK – organisations of different scale, art form, reach and location. We're keen to work with a cohort that reflects the breadth and diversity of the cultural sector.

Each organisation is asked to identify two leaders who will lead and work on their change.

## HOW TO APPLY?

It's simple. You can find all the information you need and the application [form here](#). Just tell us about your organisation and the changes you are making, and if you'd like to speak to us before completing your application, we'd love to talk to you. Contact [hello@changecreation.org](mailto:hello@changecreation.org).

## THE DEADLINE FOR APPLICATIONS IS MONDAY 16 SEPTEMBER.

## HOW MUCH DOES IT COST?

The programme costs

**£ 2,500 + VAT per person, per year.**

**For the programme to create real value we recommend two leaders attend from each organisation.**

We're keen to support and subsidise organisations with smaller budgets. The fees will be phased across three financial years.

Photography courtesy of The Royal Opera House





# INTERESTED AND WANT TO KNOW MORE?

We'd love to talk to you – so please get in touch to arrange a call [hello@changecreation.org](mailto:hello@changecreation.org)

- Why not check out the existing Change Creation programme, see the organisations that have already benefitted, read their profiles and news [here](#).
- Don't just take our word for it! If you would like to connect with a member of the Change Creation cohort, to hear their views on the programme, let us know and we'll connect you with some of the leaders who have been creating change.
- Explore some of the resources, videos and tools that we have made available to help organisations facing change [here](#).

## WHEN DOES THE PROGRAMME START? WHAT IS THE TIME COMMITMENT?

The programme starts this November. We ask all organisations to identify two dedicated leaders who will lead their change and attend the Collaborative Workshop sessions.

In addition, members of your Senior Team who are actively working on your change are also welcome to attend the Intensive Workshops, in person or online.

The Intensive Workshops are designed to bring particular focus to different areas of your change – people management, leadership, finance, marketing, governance, audiences.

The detail of these Intensive Workshops will be developed with the leaders on the programme, in response to the changes that are being delivered by the entire cohort.



In addition to the workshops, we know that change needs momentum and support so we also ask all leaders to contribute and engage fully with the programme via the online hub, with 1:1s, mentoring support, action learning sets, sharing and reflection.

For more information, please get in touch. We'd love to hear about you, your organisation and your change plans  
[hello@changecreation.org](mailto:hello@changecreation.org)

Change Creation is designed and delivered by **people make it work**, an organisational development consultancy with more than 19 years experience of supporting arts and cultural organisations to deliver lasting change.

## people make it work

we help organisations change and develop

[www.peoplemakeitwork.com](http://www.peoplemakeitwork.com)

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**Where possible, we will  
host the workshops in  
the homes of the cohort  
across the UK and will  
not be London-centric.**

"We've not only managed our capital works programme but reimaged our governance. We've got new and young trustees coming on to our board, new memorandum and articles, and a whole new process to support, develop and embed our trustees into the work and future of Site Gallery. Change Creation has totally helped us with all of that, and given us the support, ideas and skills to create change across our organisation."

**Judith Harry,**  
**Executive Director, Site Gallery**



## 2019

Collaborative Workshop 1	21st & 22nd November
Intensive Workshop 1	10th December

## 2020

Intensive Workshop 2	22nd January
Intensive Workshop 3	27th February
Collaborative Workshop 2	17th & 18th March
Intensive Workshop 4	30th April
Intensive Workshop 5	20th May
Intensive Workshop 6	9th June
Intensive Workshop 7	30th June
Intensive Workshop 8	14th July
Collaborative Workshop 3	23rd & 24th September
Intensive Workshop 9	14th October
Intensive Workshop 10	6th November
Intensive Workshop 11	24th November

## 2021

Intensive Workshop 12	20th January
Collaborative Workshop 4	25th & 26th February
Intensive Workshop 13	9th March
Intensive Workshop 14	31st March
Intensive Workshop 15	29th April
Intensive Workshop 16	19th May
Collaborative Workshop 5	15th & 16th June
Intensive Workshop 17	14th July
Intensive Workshop 18	21st September
Collaborative Workshop 6	21st & 22nd October