

Newid Diwylliant | Culture Change Leadership Programme

Empowering the next generation of cultural leaders from the Global Majorityⁱ in Wales

Who is it for?

The Newid Diwylliant | Culture Change Leadership Programme is designed for early-career professionals from the Global Majority who are working in Wales' cultural sector. It's perfect for those who have some experience managing projects or teams and are looking to step into leadership roles. Whether you're an artist, producer, cultural worker, or manager, this programme is for anyone ready to expand their influence and make a lasting impact in the sector.

How does it work?

This immersive 5-day residential course will be held in Cardiff from 18-22 November 2024. The programme features:

- Interactive sessions on leadership, cultural change, and project management tailored to the cultural sector
- Guest speakers sharing their personal leadership experiences and expertise
- Networking opportunities to connect with peers and industry leaders
- Workshops and discussions designed to foster collaboration, innovation, and strategic thinking

Dates and Times

18-22 November 2024

This is a residential programme, and all participants will be fully engaged across these five days.

Programme Fees

Thanks to funding from the Welsh Government's Culture, Heritage and Sport Wales Anti-racist Fund, there is no fee for participants taking part in this programme.

Additionally, we recognise that some participants may be self-employed or unable to attend during work hours. To support this, we are offering a £500 participation fee to cover your time for attending.

Accommodation and Meals

For participants living outside Cardiff, accommodation and breakfast are provided. Lunch and some evening meals will also be provided for the entire cohort throughout the programme.

Access

We are committed to making this programme accessible to all. We will ask for your access requirements as part of the onboarding process. This might include (but isn't limited to):

- Live speech-to-text captioning
- Provision of or support for the costs of BSL interpretation
- Notetaking or audio description

If you'd like to discuss your access needs or need support with the application process, please don't hesitate to reach out to us at culturechange@theatr.com.

Eligibility Criteria

We are seeking a range of participants for the Newid Diwylliant | Culture Change Leadership Programme, aiming to create a vibrant and enriching group dynamic. To ensure we attract individuals who will enhance the collective learning experience, we are looking for global majority applicants who meet the following criteria:

- Experience: 2+ years of experience working in the cultural sector – as a freelancer or employee - including some experience in initiating and/or managing projects and teams.
- Leadership Ambition: A strong ambition to lead, accompanied by a clear sense of purpose and vision for your future in the cultural field.
- Desire for Growth: A genuine interest in better understanding leadership and enhancing your skills.
- Self-Awareness: Reflective skills and an openness to learning from experiences and feedback.
- Commitment to Culture: A deep passion for the cultural sector and a commitment to driving positive change within it.
- Curiosity: A desire to learn about the broader context of culture and how it intersects with various societal issues.
- Location: Currently working in Wales within the cultural sector.

If you meet these criteria and are eager to embark on a transformative journey of leadership development, we encourage you to apply for the Newid Diwylliant | Culture Change Leadership Programme.

How to apply?

To apply, simply complete the form linked below. In your application, outline your relevant experience, why you want to participate, and how the programme could impact your career in the cultural sector.

<https://forms.office.com/e/Gz0H7RQuqJ>

Meet the Facilitators

Our expert facilitators bring a wealth of experience in leadership, cultural change, and diversity. Get to know the talented individuals guiding you through this transformative programme:

Richie Turner

Richie Turner is a highly experienced professional in the creative industries, specialising in entrepreneurship, innovation, business development and arts management. He currently serves as the Incubator Manager at the University of South Wales, where he supports the growth of startups and graduate entrepreneurship initiatives. Richie has also held various roles across the arts, higher education, and the public sector, reflecting his expertise in driving forward creative projects.

In addition to his role at the university, Richie is a board member of Creative Cardiff and a Trustee of Newport Live (where he chairs their arts committee). He has served on the boards of Creative Wales and Arts Council of Wales and was the Joint Lottery Director at ACW. He has also worked for Nesta, various local authorities, in the community arts sector and founded NoFit State Circus. Most recently Richie has worked for the four UK Arts Councils to devise the feasibility study for the UK Arts Access Card.

Helga Henry

Helga Henry is a highly respected leadership consultant and cultural sector specialist. With over two decades of experience working across the arts, creative industries, and business sectors, Helga is known for her emotionally intelligent approach to leadership training, diversity and inclusion, and organisational development. She has worked with major cultural institutions, including the RSC, MAC Belfast and the Royal Albert Hall. As a facilitator, Helga brings deep insight into leadership strategies, focusing on helping emerging leaders navigate challenges, create resilient and effective networks and unlock their potential to drive positive change. She is the co-author with colleague Andy Bass of "*Networkability - building your business one relationship at a time*", published by Troubadour Books."

Lara Ratnaraja

Lara Ratnaraja is an influential voice in the field of cultural policy, diversity, and innovation. With a background in arts and creative industries, Lara has worked as a consultant with a range of cultural organisations, helping them integrate diversity and inclusion into their strategic planning. She has been instrumental in shaping policies and initiatives that support underrepresented groups in the creative sector. Lara's expertise spans leadership development, cultural placemaking, entrepreneurship, and digital innovation, and she is committed to fostering inclusive leadership that reflects the diversity of our communities.

Lara is on the board of Compton Verney. She is on the UK Council for Creative UK as well as their Diversity Forum; the National Trust Midlands Regional Advisory Group; the Access, Diversity and Inclusion Group at the National Memorial Arboretum; and the Board of All Saints Community Catering - a community food welfare programme. She was previously on the Strategic Equality Committee at Arts Council Wales.

Together, Richie, Helga, and Lara bring a powerful combination of expertise, passion, and commitment to the Newid Diwylliant | Culture Change Leadership Programme. They will guide you through the key concepts of leadership, collaboration, and cultural change, offering practical tools and strategies to help you succeed in your leadership journey.

Guest Speakers

The programme will include several guest speakers, who will share their personal journeys and insights into leadership, cultural change, and social impact. More information about the guest speakers will be shared in due course.

ⁱ Use of language and evolution of terms:

We're trying to make the Welsh language feel like a contemporary language that can respond to big questions and discuss social challenges and because we work bilingually, we need to use terms that work in both languages. Defining identity and race is complex and multi-layered. We have decided to use 'global majority' as an umbrella term. When referring to individuals or communities we try to be as specific as possible with our use of language and terms. We also recognise that terms and language use when discussing people with different cultural identities are constantly evolving and therefore, we commit to following the discussion on this and reviewing our language where necessary.