



WOMEN LEADERS SOUTH WEST

**EMPOWERING WOMEN OF ALL
BACKGROUNDS TO BE LEADERS
IN THE ARTS**

DEADLINE FOR APPLICATIONS 9AM MONDAY 20 APRIL 2020



The **Women Leaders South West** project is run by a group of 8 arts organisations and 1 business school. The project also involves the *WOW Foundation*, which is a global movement to celebrate women and girls and take a frank look at the obstacles they face. An Arts Council England *Transforming Leadership* grant is funding the project.

Our Challenge

Women are under-represented at a leadership level across all art forms in theatres, festivals, galleries, and museums.

Racism, ableism, transphobia, homophobia, economic constraints and caring responsibilities also create barriers to career development and leadership opportunities.

We want to understand these barriers, develop tools to tackle them and remove some of the obstacles women face in becoming leaders in the arts.

We want to challenge people's ideas of what a leader is, support new ideas and voices, bring excellence, excitement and strength to the arts and learn together with women from all backgrounds.

Photo of Bee Watson, Wild Hive, leading a Paper Flower Making workshop
Photographer: Lily Holman

What do we mean by leadership?

We think of leaders as people who:

- enjoy making things happen
- are creative
- solve problems
- care for others
- motivate, energise and support others
- take responsibility
- have ownership of their ideas and projects
- have skills and ideas they want to share

Leadership takes many shapes and is not always 'from the top'. We may lead in some scenarios and not others, and at different times in our lives. Leaders, particularly perhaps women leaders, often need help to recognise their leadership qualities.

What are we looking for?

We are looking for 16 women associates. You may have creative ideas that you want to see happen for yourself or your community. We will invite you to take part in a leadership training programme and support you on a leadership journey.

You will be:

- passionate about arts and culture
- over 21 years old
- based in the South West region; BCP (Bournemouth Christchurch Poole), Plymouth, Isle of Wight, Portsmouth, Southampton, Dorset, Devon, Cornwall, Hampshire, Wiltshire, Somerset, Gloucestershire BANES & Bristol) which means that you live and/or work here
- rooted in your local community
- interested in developing new skills

You do not need a higher education qualification. You do need to have at least 2 years' work experience (this does not have to have been in the arts).

We are particularly interested in working with women from groups who are most under-represented at leadership level in the cultural sector including disabled women and women from Black, Asian and Minority Ethnic backgrounds.

What can we offer?

- **A relationship with one of the partner arts organisations** - to involve you in workplace experiences
- **Mentoring** - a learning exchange with women associates and hosts
- **A Living Allowance/training bursary** of £12,000 to cover ten months of training, paid in ten monthly instalments (or in line with your bespoke programme)
- **Additional support to meet your individual needs** across the whole programme e.g. childcare, BSL interpretation, support worker, travel costs
- **Online and face-to-face training and career development opportunities** with Southampton Business School
- **Connection with women from across the world** through the WOW Foundation and Jude Kelly who started the organisation



What will you do?

Together we will design a flexible training programme equivalent to 10 months. You will either work intensively over a concentrated period, or you will work less intensively over an extended period.

1. Host organisation programme

You will be paired with one partner organisation who will be your host, but you will have the opportunity to work with the seven other arts organisations where possible.

During your time with a host you might:

- shadow or work with existing women leaders
- work on an existing project with your host or one of the other arts organisations
- create your own arts project using our team as support, for example, an event, a workshop, a talk series
- identify a need and work with us to create a new initiative
- bring support and challenge to our team – helping us reflect and plan
- enable someone else or a community to achieve something

2. Residencies and international symposium

You will need to attend one 3-day and one 2-day residency to research and learn about leadership. You will meet the other women leaders of the 8 host arts organisations. You will be part of an International Symposium. All of your costs to attend these events are paid for by the programme.

3. Online and face-to-face training with Southampton Business School

You will attend a series of seminars and lectures on topics such as business planning, marketing and income generation. These will be online and face to face and will be timetabled during September 2020 and June 2021.

4. Meetings

You will attend 4 face-to-face meetings with other women in the cohort (16 women in total across the region).

When will you do it?

Your training programme will be scheduled between **June 2020 and December 2021**. We will be as flexible as we can to fit around your commitments. We will work with you to design a programme and timeline that works best for you and your host partner.

Autumn 2020 Residency at Dartington Hall in Devon

June 2020 - December 2021 Host Organisation Programme (equivalent of 10 months' training, at any time in this 18-month period)

September 2020 - June 2021 Flexible learning delivered by Southampton Business School

November 2020 One day review, reflection and future planning

September 2021 Evaluation residency (2 days)

November 2021 International Symposium (2 days)

About You

You can be employed, self-employed or unemployed to take up this opportunity. You cannot be in education. You may need a flexible working agreement with your current employer to take part.

Through this programme you might want to develop your:

- understanding of how things work in the arts
- understanding of leadership behaviours
- network of people to support you
- self-awareness and confidence
- creative and critical thinking
- skills as well as empathy
- entrepreneurial skills (particularly social entrepreneurial skills)
- practical knowledge and understanding e.g. social enterprise, business models, management, new ventures, marketing
- future direction and next steps

How do I apply or nominate someone else?

We understand that people might not recognise their own leadership potential so you can apply for yourself or you can nominate someone else for the programme. You **MUST** have permission from the person you are nominating.

Whether you are making an application for yourself or on behalf of someone else, thank you for your interest and thank you for spreading the word about this opportunity.

You can apply directly to the programme via one of the hosts' websites. You **MUST** name your preferred host organisation on the application form.

You can choose a host because a) they're nearest to you b) because you share their vision or c) because you like their work.

Before you apply

Please check out our [Frequently Asked Questions](#) which we will update regularly.

You can also contact one of the arts organisations via the contact information on their websites (click on logos below). Please include 'Women Leaders South West' in the subject of your email.

This Call out is available in [BSL](#), [large print](#) and [Audio](#) versions. There is also a [BSL translation of the FAQ's](#).

Open Days & Application Workshops

Open Days offer ways for you to find out more about the hosts, the programme and how to apply.

They will happen in **early March 2020** - look out for dates on the host organisations websites.



Photo of Rachael Burton, Producer at Watershed. Photographer Lily Holman



HOW TO APPLY:

You must apply by the deadline of **Monday 20th April 2020 at 9am**

You can apply in writing via the online form below or you can send us a video/ audio link that answers the application questions.

[Click here to make an application](#)
[Click here to nominate someone else](#)

You must complete a very short and confidential **monitoring form**.

For video and audio applications complete your personal information on the forms above and paste a link to your video or audio file.

All applicants will be contacted by Friday 24th April 2020.

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