

Learning from the Our Museum initiative

Here in Glasgow we have taken
two complementary approaches
to cultural change.

The first is a staff
development programme
that empowers our staff
and fosters connections
and collaboration with
community partners and each other.

This programme uses coaching,
peer learning, and community connections.

Staff have reflected
on their working practice
and experienced the benefits
of collaboration first hand.

At the same time
we looked at how much agency
our communities have in our work.

After some intentional experimentation
we established a Creative Café.

This is a bi-annual
participatory discussion event
where staff and community partners
come together to share ideas
and form relationships.

These coincide with our planning cycles

to create opportunities for ideas

to develop into partnerships and programs.

These two approaches

are forming the basis

for a cultural change

that embraces collaboration,

co-creation and community.