

### **Organisational change in one minute**

So, I would encourage you  
as organisations  
that want to achieve  
sustainable change, to embrace  
all of the things I spoke about  
in relation to the RSC.  
These things; clarity of mission,  
good communications,  
giving people as much freedom and control  
over their work as you possible can,  
small-scale experimentation,  
taking responsibility,  
embracing opportunities  
to socialise, to grow, and to learn,  
having open and honest conversations,  
and using measurements, and data  
in sensible ways, to help you  
to understand what you're doing,  
and whether you are achieving  
what you want to achieve.  
But, I would also encourage you  
to think of yourselves,  
not as small organisations,  
even though some of you are relatively big,  
but as part of big networks,  
able to take from your networks  
all that they have to offer,  
and in doing so, expanding your resources  
and fuelling your energies  
to achieve great things,  
not simply for yourselves,  
and for your communities,  
but for the museum  
and the community together.  
Thank you.