

Playing to staff strengths

One of the things that really helps people understand how to do this work is by valuing their professional skills within that process.

So I think one of the things that's important to do is to work out with anybody who's part of a professional team,

What are with the ways that they feel comfortable interacting with participants and with community members.

So for example, some people are great at working with groups and getting them inspired.

For other people, that's really a terrifying thing to do but some of those people might be really fantastic at mentoring and taking somebody under their wing and working on a much more one-to-one basis.

It's really about finding out what people feel comfortable with, but when you get that right, it can also be a great opportunity for growth.

So for example, our finance assistant, Jenny, has recently started doing

master classes or seminars for up-and-coming,
very emerging artists who know nothing
about how to do a budget
or keep their finances in order.

I don't think that that's anything
that Jenny would have imagined
that she would have done a year ago.

But because she's been around a lot
of 'Team' members and young artists, etc.
She's grown confident in communicating with them
and realised that she had an awful lot to give.

In fact, the stuff that she sees
as, really, day to day and even sometimes boring,
to them, it's like this mysterious area of knowledge
that they feel very intimidated by.

So having someone like Jenny
who's very approachable and young
talking to those young artists about finance
and how to keep your budget in order
and how to do your taxes
is great for both sides.

It's inspiring for her, in terms
of realising that she can do that.

And for them, they're learning
about those kinds of issues
from someone they can relate to
rather than from somebody

who looks like a scary accountant.