

## **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.