Arts Organization Staffing: Attracting, Engaging, and Retaining Great People

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Reference Shot of Features

- View meeting participants
- Chat with meeting participants
- Pin a participant
- Remove a participant
- See additional settings, such as recording the meeting, changing your video resolution, and changing layout
- Share meeting details with guests
- Turn microphone on or off
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Equity and Justice

The Maryland State Arts Council (MSAC) celebrates our state's diversity and promotes the role of the arts to connect people, bridge our differences, and inspire an appreciation of our shared humanity. Because the arts have the power to transform individuals and communities, MSAC is committed to advancing diversity, equity, and inclusion in all aspects of our organization and across all the communities of our state, and in supporting our partners in modeling the same commitment.
Vision
The Maryland State Arts Council plays an essential role ensuring every person has access to the transformative power of the arts.

Mission
Maryland State Arts Council advances the arts in our state by providing leadership that champions creative expression, diverse programming, equitable access, lifelong learning, and the arts as a celebrated contributor to the quality of life for all the people of Maryland.
Goal 1. Increase Participation: Broaden MSAC’s constituency, providing avenues designed to increase pathways to engagement

Goal 2. Provide Intentional Support: Embrace thoughtful and targeted approaches to serving known and yet to be known MSAC constituents

Goal 3. Build Capacity: Work strategically to further build organizational and governance capacity to ensure that MSAC is capable of vigorously delivering on its mission

Goal 4. Leverage Connections: Further enhance current relationships and involve additional partners, collaborators, and constituents who will benefit from and advance the work of MSAC

Goal 5. Bolster Maryland Arts: Showcase the high caliber, diverse and relevant work of Maryland’s artists and arts organizations; their contributions to community vitality and MSAC’s role as a catalyst
Creative Meeting Actions

**Celebrate** being in the space with other creative people.

**Engage** with everyone’s presence as a gift.

**Acknowledge** that together we know a lot.

**Enter** the conversation with curiosity and inquiry.

**Share** your idea and trust that it will be heard.

**Use** “I” statements.

**Focus** your language on the task at hand.

**Hold** one another accountable with care.

**Apply** “Yes, and!” - "I hear your idea and I'm going to add to it!"

**Balance** speaking and listening.

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Topics:

- Physical Environment
- Job Descriptions
- Communication Expectations
- Commitment to Work/Life Balance
● Physical Environment
  ○ Then
    What commitments were/are being made to the facility?
  ○ Now
    What have staff members been offered in the telework environment?
• **Job Descriptions**
  ○ **Meaningful Work**
    How are job descriptions tied to the mission of the organization?
    How do staff members know that what they do contributes to the larger vision/has value?
  ○ **Performance Evaluations**
    How often do performance evaluations occur?
    Is there anything (scheduling or content) that is surprising for the staff member?
    Organizational Goals are developed based on strategic planning and staff input and accomplishments are shared.
    Personal Goals are developed by individual staff members and accomplishments are credited to the individual.
Visibility of Accomplishment

How are accomplishments celebrated?
Is there a balance between acknowledgement and presentation?
How are staff members encouraged to participate in envisioning?

Professional Growth

What possibilities exist for growth within the organization?
How are unknown interests/talents identified and highlighted?
What professional development opportunities exist?
- Communication Expectations
  - Problem Solving
    - What is your organization’s structure for problem-solving?
    - What expectations are communicated about immediate/urgent decision-making v. strategic decision-making?
    - When is autonomy appropriate and when is collaboration necessary?
    - How are procedures developed, refined and communicated?
    - What tools are being used to allow the maximum amount of schedule flexibility?
  - Staff Meetings
  - Rumble Language
FEEDBACK TOOLBOX

Rumble Language

__ The story I make up
__ I’m curious about
__ Tell me more
__ That’s not my experience
__ I’m wondering
__ Help me understand
__ Walk me through that
__ What’s your passion around this
__ Tell me why this doesn’t fit/work for you
Commitment to Work/Life Balance

How is a commitment to non-work life modelled by leadership?

What actions are taken to support the importance of non-work life?

Equity and Justice

How is your organization’s commitment to equity and justice communicated (to the public, to the staff, to the board, to the leadership)?

Who is at the table for the discussions about anti-racism?

How are anti-racism issues communicated to leadership?
Webinar Reflection
Please share any reflection on this meeting. We have time to hear a few in real time.

Please send any additional reflections to msac.commerce@maryland.gov.
Open Discussion
Thank You!

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https://tinyurl.com/MSACMailingList