

WEBINAR ON THE ISSUE OF "LEADERSHIP IN TIMES OF CRISIS"

# CS LAB#5

June 3-5, 2020



*Witness This by Company Chameleon © Victor Frankowski*

CO-ORGANISED BY



WITH THE SUPPORT OF



XTRAX



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# INTRODUCTION

## LEADERSHIP IN TIMES OF CRISIS

**How can we best manage our teams and organisations in times of crisis?**

**Is the current pandemic exacerbating social inequalities and how can we ensure greater gender equality, diversity and inclusion in decision making now and in the future?**

**In the aftermath of this crisis, how will we need to advocate in order to sustain our organisations and our sector?**

A crisis is unexpected, unplanned for and incredibly unsettling for organisations and individuals alike. The current Covid-19 pandemic is forcing us to rethink and behave in ways that may feel unfamiliar and unexplored, demanding a great sense of adaptability from cultural leaders and emphasizing the need to develop resilience, empathy and a richer understanding of our sectors.

Co-organised by XTRAX, the purpose of this CS lab is to question how, as cultural leaders, we can support our teams in these unprecedented times, while at the same time using it as an opportunity to question our practice and explore ways to instigate lasting change in our organisations and the wider sector.

It will combine a range of workshops, focused discussions and inspirational talks addressing the topics of leadership, equality and advocacy in the street arts and circus sectors. We will reflect on the current situation and look at how we can lead through a crisis while maintaining a sense of perspective and examining the landscape we want to create in a post-covid-19 world. We will ask ourselves whether our sector is as diverse and accessible as it appears and how we can play an active role in instigating lasting change.

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# A TAILORED-MADE WEBINAR

- **A NEW FORMAT**

Originally designed as a three-day residential laboratory, this CS Lab has shifted its format to accommodate the circumstances dictated by the COVID-19 pandemic. The event has now taken the shape of an e-learning and information sharing experience, allowing the network to trial an exciting new online format for the first time.

- **WHO IS IT FOR?**

The keynote sessions are open to anyone working in the fields of Outdoor Arts and Circus, including festivals, artists, producers, creation and performance spaces, cultural centres and development agencies from across Europe. The practical workshops are open primarily to Circostrada Members and XTRAX guests (10 participants per session).

- **WHAT FOR?**

- Encourage a self-critical assessment and propose a forward-thinking approach to become change-makers
- Reconnect with our own creativity and build an inspiring vision for the future
- Give tools, techniques and strategies to create lasting change within our own practice and organisations
- Interrogate what is stopping us from being fully representative sector and question what steps we can take to tackle the equality challenge
- Learn skills and strategies to advocate effectively for your work and build support

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# About XTRAX

**XTRAX is one of the UK's leading specialists in street arts and circus.**

With a multi-lingual team and a vast network of industry contacts across the UK and internationally, XTRAX has vast experience in the strategic development and promotion of outdoor arts internationally.

Our current portfolio includes:

- Management of Without Walls, a consortium of 35 festivals and organisations dedicated to raising the profile of the UK outdoor arts sector, promoting artistic excellence and supporting the development and creation of innovative new outdoor work.
- Delivery of Platform4:UK, a strategic programme designed to support the international promotion and export of UK outdoor artists.
- Producer Services for Wired Aerial Theatre's internationally acclaimed largescale show As The World Tipped which we has toured to Europe, Australia, South Korea and South America.
- Delivery of Industry Showcase events in partnership with UK and International festivals, as well as training opportunities, seminars, talks and networking opportunities designed to support outdoor artists and festivals in developing their practice and networks. XTRAX has been an active member of Circostrada since 2009 and Irene Segura (International Relations and Artist Development at XTRAX) sits on the Circostrada Steering Committee.

# About Circostrada

**Circostrada is the European Network for Circus and Street Arts.**

Created in 2003 with the core mission of furthering the development, empowerment and recognition of these fields at European and international levels, over the years the network has become an important anchoring point for its members and a key interlocutor in the dialogue with cultural policy makers across Europe. Circostrada is coordinated by ARTCENA - French National Centre for Circus Arts, Street Arts and Theatre - and is based in Paris (France).

In a few words, Circostrada is:

- A community of circus and street arts professionals linked together by common values and aspirations, who advocate for greater recognition and more structured cultural policies.
- The voice and reference network of circus and street arts in Europe.
- A group of passionate and committed individuals who meet several times a year at the network's events.
- A network dedicated to its members, engaged in facilitating the exchange of experiences, knowledge, and good practices at European and international levels.
- A digital resource platform that provides thematic publications, observation tools and news on circus and street arts, available to all free of charge in English and French.

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# PRE-PROGRAMME

## WEDNESDAY, JUNE 3

### DAY#1

**12:00-13:00 (CET)**    **KEYNOTE 1 - Leadership in times of crisis (open to everybody)**

*Speakers: Hilary Carty / Moderator: Vicki Amedume*

*How can we best manage our teams and organisations in times of crisis?*

In this session, we will discuss what we need from cultural leaders in times of crisis and how we can develop our leadership skills to empower ourselves and others. What key values lead our decision-making and how can we put these values at the heart of our organisations in challenging times? Looking at the present situation, we will question what it takes to be a great leader now and in the aftermath of the pandemic, and how can we ensure the next generation has access to valuable training and experience to carry this legacy.

**13:00-15:00 (CET)**    **BREAK**

**15:00-16:00 (CET)**    **PRACTICAL SESSION: Developing listening for empathic leaders (For CS members and XTRAX guests only)**

*Facilitated by Bettina Linstrum*

This session invites participants to question how we can develop our listening skills to be better leaders. Through the use of active listening and coaching techniques, we will explore how we can develop our Leadership skills and better empower ourselves and others to reach our full potential.

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# THURSDAY, JUNE 4

## DAY#2

**12:00-12:45 (CET) KEYNOTE 2: Developing diverse and inclusive leadership practices (open to everybody)**

*Speakers: Vicki Amedume / Moderator: Bettina Linstrum*

*How can we genuinely embrace equality, diversity and inclusion in the Street Arts and Circus sectors?*

The Street Arts sector is by its nature one of the most democratic of artforms. However, there is still a huge lack of diversity across our organisations, programmes and audiences. What is stopping us from being a fully representative sector and how we can achieve greater gender equality, diversity & inclusion? How can we challenge the underlying structures of our sector to make the necessary changes for a more representative sector?

**12:45-15:00 (CET) BREAK**

**15:00-16:00 (CET) PRACTICAL SESSION: Developing diverse and inclusive leadership practices (For CS members and XTRAX guests only)**

*Facilitated by Vicki Amedume*

In this active workshop, we will look at what Equality, Diversity and Inclusion means in our respective countries/regions; question how representative our organisations, artistic programmes and audiences are; and interrogate how we can become more Inclusive Managers and empower ourselves to drive change in our own contexts.

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# FRIDAY, JUNE 5

## DAY#3

### 12:00-12:45 (CET) **KEYNOTE 3: Advocacy for change** (open to everybody)

*Speaker: Michael Hoar / Moderator: Maggie Clarke*

*How to advocate effectively for greater recognition and support?*

Effective leadership and powerful advocacy are essential to allow our organisations to grow and flourish. Across Europe, the street arts sector still suffers from a general lack of recognition at an institutional level, so how can we successfully advocate for better recognition? At times of economic instability for the artistic sector, it is critical to develop advocacy strategies which will support the survival of the sector in the aftermath of this crisis.

### 12:45-15:00 (CET) **BREAK**

### 15:00-16:00 (CET) **PRACTICAL SESSION: Advocacy for change** (For CS members and XTRAX guests only)

*Facilitated by Michael Hoar*

This session explores how to have meaningful impact and influence through advocacy, particularly in times of crisis. We will examine our spheres of influence, identify who our key advocates are and explore how to make the most of their support. Finally we will explore what key tools are needed to build the right advocacy strategy for our organisations.

### 16:00 - 17:00 (CET) **WRAP UP SESSION** (open to everybody)

*Speakers: Hilary Carty, Vicki Amedume, Michael Hoar, Bettina Linstrum*  
*Moderator: XTRAX and Circostrada*

All speakers are asked to reflect on the discussions that have taken place during the Lab and to share thoughts for ways forward.

## SPEAKERS

### **Vicki Amedume - Artistic Director and Founder of Upswing**

Vicki is the Artistic Director and founder of Upswing, an award winning company at the forefront of contemporary circus with diverse artists at the helm. Recognised as the storytelling circus company, Upswing productions tell new stories in extraordinary ways, blending aerial, theatre, dance, text and multimedia to create fresh experiences with narrative punch - bringing new artists and experiences to the stage and beyond that reflect a dynamic, modern world. Since 1997, Vicki has performed and created aerial and circus based work that has been performed in the UK and worldwide. She has worked across all spheres of circus from traditional touring tented circuses to large-scale outdoor spaces and intimate touring indoor theatre.



### **Hilary S. Carty - MBA CCMi**

Hilary Carty is the Director of the Clore Leadership Programme, a role she took up after six years as a consultant, facilitator and coach specialising in leadership development, management and organisational change. Hilary's earlier roles include Director at Cultural Leadership Programme; Director, London (Arts) at Arts Council England; Director, Culture and Education at London 2012; Director of Dance for Arts Council England; and HLF London Committee Member. Hilary is a member of the Learning and Participation Committee at the Royal Opera House and is on the Board of Creative United.



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## SPEAKERS

### **Michael Hoar - Independent Consultant**

Michael Hoar has 25 years' experience in the arts and cultural sectors and today work with portfolio clients delivering bespoke responses to organisational and strategic development challenges. He works closely with clients - which may be individual organisations or cultural partnerships - often over a long period of time, on a wide range of interventions across business planning, visioning and strategy development, fundraising, research and development, team and partnership building development, advocacy and influencing, board and governance development, and leadership. Michael's current clients include arts and cultural organisations, universities, local government, charities, and independent professionals.



### **Bettina Linstrum, ArtsAgenda - Coach and Creative Consultant**

Bettina has worked in the arts throughout her whole career by following her instinct and saying yes at the right times. Following an Anglo- German upbringing, and European work experiences, Bettina founded ArtsAgenda (in 2004) based in Brighton on the South Coast of England. She is now an experienced creative producer for site specific and outdoor performance, and since 2012 has qualified as a coach. At the moment, she works as:



- Associate Producer for Jony Easterly.
- Project Coordinator for caravan, an international theatre showcase for new English performance hosted by Brighton Festival and Farnham Maltings.
- Development Coach for creative people. Bettina has been involved in shaping international artists residencies (Sura Medura, Sri Lanka) and running Leadership Programmes for Outdoor Arts professionals.

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# REGISTRATION PROCEDURE



Keynote sessions are open to all upon prior registration on the Circostrada website.  
Please fill in the form to complete registration.

Practical sessions are accessible to Circostrada members and XTRAX invited guests only and limited to 10 participants.

Places will be attributed based on a first come, first served basis. A waiting list will be implemented and we will get back to you in case of any cancellation.

## CONTACT

### CIRCOSTRADA

- **Laura Jude - Production and Administration**  
Mail: [laura.jude@artcena.fr](mailto:laura.jude@artcena.fr)
- **Laura Gérard - Communication and Editions**  
Mail: [laura.gerard@artcena.fr](mailto:laura.gerard@artcena.fr)

### XTRAX

- **Anais Biaux - Creative Development and Partnership Manager**  
Mail: [anais@xtrax.org.uk](mailto:anais@xtrax.org.uk)