

## FIND YOUR WAY 2022-23 - INFORMATION

### WHAT IS FIND YOUR WAY?

Find Your Way is a transformative professional development leadership programme for senior and emerging managers in orchestras and classical music organisations who have aspirations for leadership.

### THE PROGRAMME

Find Your Way is predicated on coaching-style leadership; the idea that opening up to our full potential is best done in a supportive, open-question dialogue. We back this up with a wide connection to industry leaders as mentors and presenters in the programme.

**THE LEADERSHIP TEAM** comprises Richard Wigley (Managing Director Ulster Orchestra and formerly General Manager of the BBC Philharmonic, and previously a bassoonist with the Hallé) and Andy Beaumont (leadership consultant, personal development trainer and coach with wide experience within and beyond the orchestral sector). Fiona Harvey, Education & Youth Ensembles Consultant, ABO provides key support, organisation and logistics for the programme.

### CEO-LEVEL MENTORING

A key plank of Find Your Way is the 1-1 mentoring from sector leaders. Their commitment to share their experiences and thinking with participants is exceptional and creates many beneficial connections across the sector. The programme is extremely fortunate to have so many outstanding mentors willing to give back to the sector in this way.

### A FIND YOUR WAY ALUMNI 'BUDDY'

A recent development is the introduction of a FYW Buddy for each participant. The Buddy will have participated in the main programme of FYW and acts as a support to the participant, allowing them to discuss the programme and ask questions that they might not want to raise with the mentor, or FYW leadership team.

### THE CONTENT

We explore:

- Working Styles
- Coaching skills
- Good habits
- Building confidence

- Negotiation
- Purpose – what is important to you?
- Rational and reactive mindsets
- Decision-making
- Dialogue and successful professional relationships
- Presentation in a variety of situations
- Next steps
- Personal fulfilment (balancing personal and professional life)

There is always plenty of discussion, application and reflection.

## THE TIMETABLE

- Find Your Way main programme runs from September 2022 to early summer 2023
- The individual days of Find Your Way are
  - Day 1: Monday 3 October
  - Day 2: Monday 31 October
  - Day 3: Monday 28 November
  - Day 4: Monday 5 June 2023
- The ABO Annual Conference, Wednesday 1 to Friday 3 February in Leeds, hosted by Opera North, features a session led by the Find Your Way cohort
- A 3-day Residential programme will be held Friday 24 to Sunday 26 February (and welcomes 6 additional members to join the programme), venue tbc
- Participants are matched to a CEO-level mentor from the sector and they are encouraged to find a project within their company to experience a different organisation close-up
- Participants are matched to a Buddy from the FYW alumni network.

Once selected for the programme, participants are sent a Personality Profile Assessment questionnaire (Thomas International: <https://www.thomas.co/assessments/psychometric-assessment-aptitude-tests>). There will be a session on them at the first group meeting, which will allow participants to explore working styles and ways of working, which will inform how participants and the other members of the cohort will work together, and how they might work with their mentor and buddy.

## CRITERIA FOR SELECTION

All places on the course will be offered following an application process. In the interests of fairness, all applicants are invited to an online interview.

## THE COST

The cost of the main programme in 2022-23 is £1500 + VAT for ABO members and £2000 + VAT for non-members (generous support from the ABO Trust allows the programme to remain at reasonable rates).

## BURSARIES

We're keen to hear from people from Black, Asian and other diverse communities who are currently under-represented in our programme and courses and in leadership roles in the classical music sector. We welcome applications from Deaf and disabled people. We are offering a

50% reduction to the programme fee for a successful candidate. The bursary is supported by funding from the ABO Trust.

### **WHAT'S INCLUDED IN THE PROGRAMME COST:**

- ABO Conference: Delegate Fee
- Residential course: delegate fee, accommodation and meals/refreshments

### **WHAT'S NOT INCLUDED IN THE PROGRAMME COST:**

- Travel: to and from group meetings; to and from meetings with your mentor and/or buddy; to and from ABO Conference; to and from the residential course; to and from any additional training or meetings
- ABO Conference: Accommodation, Conference dinner and concert
- Accommodation: if required when attending meetings with the other participants, or mentor

### **TIME COMMITMENT**

FYW aims to be a programme that is tailored to your professional development needs, determined by you, with a balance between a flexible programme of mentoring, training and meetings within a 9-month structure. The key elements that the ABO expects you will attend are the first three group sessions, the ABO Conference/ the fresh thinking session, the residential course and the final group session. The rest of the programme should fit around your working life, and we would encourage you to talk to your CEO/line manager about participating in the programme before submitting your application.

### **FIND YOUR WAY IMPACT**

The learning on Find Your Way is cumulative and long-lasting; although it offers some quick wins, generally we recognise that learning happens at different times and at different pacing for each person. It is often commented in the feedback for Find Your Way that the programme's deep impact comes later, once participants are back in their companies reflecting on the experiences they have had.

“Find Your Way helped to develop my confidence to do all sorts of things, from the small wins like presenting in front of large groups or having difficult conversations or negotiations at work through to challenges like taking on a leadership role for the first time and holding my nerve guiding my organisation through the challenges of the pandemic”