

ArtsLab Leadership Idea Exchange – July 23, 2016

Breakout Workshops:

Out of the Wilderness: A Guide to Managing Organizations in Transition

How do you tell your staff they aren't in Silver City anymore and you aren't going back? What should you do to avoid a mutiny while wandering? How can you call attention to the problem without losing your people?

Overview:

This session will focus on how to successfully manage an organization through transition. Participants will recognize the three stages of transition and how to help staff through them, understand the benefits and dangers of the "Neutral Zone", the difference between change and transition; why it is important to manage the transition, when it is best not to solve problems, how to avoid mutiny during transition. Participants will leave with tools for managing common challenges unique to an organization in transition. It is a lot more fun than it sounds. We will incorporate a drinking game, too.

Session Objectives:

Participants will be able to articulate:

- The three stages of transition
- How to help guide staff through each stage of transition
- Dangers of each stage of transition, and how to use them to your advantage

Centered Leadership: Focusing Your Energy on What Matters Most

Marcia Hyatt, Leadership Coach and nationally recognized leadership development consultant

Overview: What does it take to create new habits that support more effectively stewarding energy towards what matters most? The workshop focuses on the quality and quantity of energy brought to your everyday demands. Using the research in optimal performance and on leadership, this workshop uses self-assessment to see where you have the most opportunity to increase your energy and productivity. You will leave with personal commitment and support ideas for enhancing your energy and focus.

Session objectives:

- Review the overlap between research on optimal performance and resilient leadership
- Self-assessment to increase awareness of current strengths and where some changes are needed
- Learn about and explore what supports creating new habits
- Action commitment and support for enhancing energy and focus

The Gymnasium Hosts an Imagination Conversation

The Gymnasium was founded by four leading artist--Shawn McConneloug, Bob Rosen, Kira Obolensky and Irve Dell-- to foster cross-sector collaboration and innovation with artists and other creative people outside of the arts.

Overview: How do we find the creative spark in collaboration? What happens when your good idea meets someone else's good idea? How can your imagination be harnessed to solve problems and generate new ideas? In this entertaining and engaging four hour workshop, we'll share with you some processes and strategies The Gymnasium uses in its creative process and in fostering collaboration among cross sector groups. You'll move, get your hands dirty and work with colleagues in small and bigger groups to make new connections and generate an exciting new product.

Session Objectives:

- To experience the highly creative ideation process of The Gymnasium
- To spark new imaginative thinking and to collaborate, invent and innovate with your colleagues
- To exercise your associative and divergent thinking/making skills

Presenters

Barbe Marshall Hansen is a leader focused on organizational change. For more than fifteen years, Barbe has been helping organizations create strategic plans, restructuring their business models to help them thrive financially, and guiding them through transition. Successful turnarounds include Penumbra Theatre Company, History Theatre, and Twin Rivers Council for the Arts – Greater Mankato’s arts council. She has helped to retire over \$1.1M in debt, secured more than \$3.8M for special campaigns, and raised more than \$30M for operations. Barbe has been directing theater, teaching and producing for more than thirty years. She holds a BFA in Music Theatre from the University of Nebraska and an MFA in Stage Direction from the University of Minnesota.

Marcia Hyatt is a presenter and leadership coach. She has worked in leadership development over 30 years. Over the past years, Marcia has created and facilitated highly rated, innovative leadership development programs for a number of Fortune 100 companies and other organizations (several specifically for women leaders). Marcia creator and host of the weekly WTIP radio feature and podcast “[The Best of Ourselves](#)”. She is a master trainer of the Organization Workshop and a longtime colleague of Barry and Karen Oshry. Marcia is a periodic leadership columnist for the *Minnesota Women’s Press*. Marcia received the 1995 Minnesota Organization Development **Practitioner of the Year award**. In 2006, her business, Waterline Consulting, was awarded the national **"2006 ToP Champion Award"** by the Institute of Cultural Affairs (ICA). In 2013, 2014 and 2015 she was voted **one of Minnesota’s top coaches** by readers of the Minnesota Women’s Press. Marcia also co-owns and manages the [Last Chance Sculpture Studio and Gallery](#) and [A Room of One’s Own: A Personal Retreat Center](#) in Lutsen.

Irve Dell is a tinker-er extraordinaire. He likes to make ordinary objects, spaces and actions extra ordinary (extraordinary). Irve has exhibited both locally and regionally including exhibitions at the Minneapolis Institute of Arts, Rochester Arts Center and St. John’s University. He was awarded a Bush Artist Fellowship in 1988. Commissions include work for the Ohio State University, Grinnell College, Inver Hills Community College and the Minnesota Department of Transportation plus numerous private commissions. He’s also a performer and puppet maker; his puppets have been around the world and he himself has performed those puppets at Open Eye Figure Theater in Minneapolis. Irve has a BA in biology from Williams College and an MFA in sculpture from the University of Minnesota. He has been teaching art at St. Olaf College for over twenty years.

Shawn McConneloug speaks movement and studies the neural foundations of creativity. As artistic director of *Orchestra*, a nationally recognized dance/theatre company, she has created and produced original, multidisciplinary works presented throughout the United States, in Central America and Japan. Awards include a National Endowment for the Arts Choreographers Fellowship, Bush Artist Fellowship, several McKnight Choreography and Interdisciplinary Fellowships, National Dance Project support and a Sage Award for Outstanding Design. In addition to her live performance work, McConneloug has collaborated with filmmaker Greg Cummins, creating short films that have been presented at over fifteen festivals across the US and Europe, including the Sundance Festival in Utah, Dance Screen in Vienna and La Nuit du Court Métrage Américain à Monaco Festival. Her most recent collaborations with cinematographer Andrew Welken include sight specific performance work and explorations in projection design and interactive media. As a teaching artist, she has conducted residencies and workshops in movement/theatre practices and interdisciplinary collaboration locally, nationally and internationally since 1994. McConneloug received a BS in ARTScience: Interdisciplinary Performance and Neuroscience from the University of Minnesota in 2014.

Kira Obolensky tells stories on stage, and off. Currently a Mellon Foundation Playwright in Residence with the award-winning theater Ten Thousand Things, Kira imagines theater for everyone. Imagining Ten Thousand Things’ big, diverse audiences of non-traditional theater has inspired plays that ask big complicated questions like—*What is it like to return home to a changed world? Or how do we undo the past?* Kira is a Guggenheim Fellow and has also received fellowships and grants from the Henson Foundation, NEA and Irvine Foundations, Bush Foundation, McKnight Foundation, Jerome Foundation, le Comte du Nouys Foundation, and a Pew Theatre Initiative Grant. Her play *Lobster Alice* was a Kesselring Prize winner. She attended Williams College and Juilliard’s Playwriting Program and recently completed an MFA in Fiction Writing at Warren Wilson’s MFA Program for Writers. She is the author of three published books about architecture and design and is the co-author of the national bestseller, *The Not So Big House*. Her novella, “The Anarchists Float to St. Louis,” won Quarterly

West's 2009 novella contest. She is a core writer at the Playwrights' Center in Minneapolis, and is on faculty at Spalding University's low residency MFA Program for Writers.

Robert Rosen is a clown, really. Rosen received his training at the Ecole Jacques Lecoq in Paris and at the Dell'Arte International School of Physical Theatre in Blue Lake, California. His early performance experiences include street theatre and circus work in Europe. In 1979 he assisted in founding Theatre de la Jeune Lune where he served as co-Artistic Director from 1985 through 2005 and is credited as an actor, writer, director or lighting designer in more than 75 productions. Bob has conceived and directed many original works including: Circus, The Golem, The Description of the World, Circus of Tales, and several works for the Minnesota Orchestra and the Saint Paul Chamber Orchestra. He has also collaborated on the creation of new work with Live Action Set, Barbra Berlovitz, and Shawn McConneloug. He recently directed the world premier of Middle Brother, a new work by Eric Sharp at Mu Performing Arts and appeared as the evil stepmother in The Juniper Tree at Open Eye Figure Theatre. Bob is an adjunct faculty member in the theater departments of the University of Minnesota and Macalester College and was a 2010-11 Playwrights' Center McKnight Theatre Artist Fellow. As an independent teaching artist he leads workshops in improvisation, devising, physical comedy, Commedia Dell'Arte and mask work both locally and nationally.