



# CHANGE LEADER INSTITUTE



Change is constant and it is creative. In order to be effective, we need to be able to adapt. Colorado Creative Industries' Change Leader Institute unlocks the abilities of participants to build effective teams and partnerships, to nurture individual relationships and to effect the productive change that fuels innovation, creativity and successful, visionary work.

[coloradocreativeindustries.org/opportunities/change-leader-institute](http://coloradocreativeindustries.org/opportunities/change-leader-institute)

## COLORADO CREATIVE INDUSTRIES

Colorado Creative Industries (CCI) was created to foster and support Colorado's creative sector with the immense potential to drive economic growth and quality of life. Our programs serve artists and creative professionals, arts organizations, educators, community groups and municipal agencies. CCI is a division of the Colorado Office of Economic Development and International Trade.

### CHANGE LEADER INSTITUTE



Change is constant and it is creative: it fosters growth, development, and innovation. Productive change keeps our teams engaged and inspired but we need to effectively adapt to change ourselves before we can support others through the process. The Change Leader Institute examines opportunities to foster productive change in our organizations, our communities, and our daily lives. This program supports CCI's goal to better equip arts and cultural leaders to deal with environmental and organizational change and to create a statewide mentoring network in the arts and creative community.

### CHANGE LEADER INSTITUTE OBJECTIVES

- Develop cultural, creative, and community leaders prepared to facilitate productive change.
- Create a statewide network of leaders who routinely dialogue, exchange resources and ideas, and collaborate on projects.
- Reduce geographic isolation of leaders in rural and mountain communities.
- Support professional development.
- Prepare artists, creative activists, community, and civic professionals for leadership opportunities at all levels in arts and civic life.

### PROGRAM OVERVIEW

Over 100 Change Leaders in Colorado have learned from this highly successful program. The three-day curriculum supports Change Leaders to:

- Navigate group dynamics
- Leverage and facilitate change
- Understand personalities
- Explore negotiation tactics
- Implement transitions
- Communicate change
- Build community

### PROGRAM IMPACT

Over the past four years of the successful Change Leader model, evaluations show that participants reap personal, organizational, and community impact:

- 95% of participants credit the Institute with increased skill in leading change
- 95% gained skills they can apply to community projects
- 90% report enhanced leadership awareness and ability

### CERTIFICATION AND CHANGE LEADER CERTIFICATION PROJECTS

Change Leader Certification Projects bring creative solutions to social and community needs and give new Change Leaders the opportunity to put their skills to practical use in their community. After examining their environment to identify a need, they plan a project that responds to that need, engage others, identify resources, and negotiate to

implement change. Each project is unique, and collaboration among Change Leaders is encouraged.

CCI provides grants of \$500 to help Change Leaders accomplish projects such as:

- Supporting local civic engagement using arts as a medium
- Implementing a creative activity using the Change Leader network as a collective volunteer pool of collaborative partners
- Illustrating the impact of the arts and artists in meeting social/community needs through targeted activities that are not part of regular organizational programs
- Building value and increasing connections among diverse groups in their respective communities
- Raising awareness of and creating a stronger sense of unity within the Change Leader network and the creative sector through media and other public relations



## CHANGE LEADER NETWORK

An important part of the Change Leader program is continual engagement with the growing statewide network of participants. Change Leaders are resources and mentors to each other in the sometimes isolated work of creating lasting change in communities. We come together to work on similar issues and to address statewide concerns.

A statewide convening of Change Leaders is held annually in conjunction with the CCI Summit to provide continued networking and educational opportunities. The convening also includes presentations of new Change Leader Certification Projects at their certification ceremony.

Throughout the year, we engage Change Leaders through network communications, regional gatherings and other opportunities for learning and connection. We encourage Change Leaders to be active in the network and assist in creating additional engagement around issues, challenges, and opportunities.

## WHO ARE CHANGE LEADER CANDIDATES?

A Change Leader is anyone working creatively to improve their community! Change Leaders are a diverse group and include visual and performing artists, designers, elected officials, arts administrators, entrepreneurs, board members and volunteers in the cultural sector, city and county staff members, and community activists. They represent rural, urban, suburban, and mountain areas, communities and organizations of all sizes, businesses, and creatives. We strive to create a rich and diverse networking group representing all facets of Colorado.

Each Change Leader Institute welcomes twelve participants. Cohorts are kept small to allow for action learning and personal connection. Prospective participants must apply to the program and each group is selected to ensure participant and organizational diversity, equity and inclusion as well as geographic diversity.

## HOW IS THE INSTITUTE STRUCTURED?

The Change Leader Institute is based on a “learning by doing” approach, focused on reflective listening and insightful questioning. The main curriculum is taught during the three-day institute. The intensive training involves many activities that extend into the evenings.

## WHAT COMMITMENT IS REQUIRED TO PARTICIPATE?

Funding from CCI covers a significant portion of the cost of the Institute. Our investment is in creative leaders who continue to build community and participate in a broader network. A modest fee is required and is an important expression of your commitment to the program. The fee ranges from \$100 - \$400 based on the annual revenue of your organization or creative enterprise, and covers materials, lodging and meals. Participants are responsible for their transportation to the Institute site.

It is also critical to your success and the success of others that each participant is in attendance for the entire institute. We will ask for a commitment statement with your registration form.

## TESTIMONIALS

*"Art is often a solo enterprise, but it can also play a bigger role in communication and community building. Change Leaders has been a positive, practical influence and inspiration for me. Everyone who has anything to do with art should be part of this. Keep up the good work!"*

- Craig Hibberd, Change Leader, Fort Collins

*"The Colorado Change Leader Institute helped me better understand the strengths and weaknesses in my community work, and gave me the tools to be effective in achieving my heart's vision. Building on my experience at the Institute I was able to successfully run for Town Trustee. The beauty of this training is I am still learning from it three years later."*

- Mary Hockenbery, Change Leader, Hotchkiss

*"The institute didn't just help me refocus and gain a new perspective on what community leadership really means, it reminded me how to connect with others through authentic dialogue."*

- Becca Bay, Change Leader, Timnath

*"In the training, I realized all my life I had been looking at what IS NOT and trying to achieve what I thought I needed instead of looking at what IS and recognizing the building blocks I have. I am learning to use them to grow and become who I want to be."*

- LeRita Cavness, Change Leader, Denver

Learn more about the Colorado Creative Industries Change Leader Institute at [coloradocreativeindustries.org/opportunities/change-leader-institute](http://coloradocreativeindustries.org/opportunities/change-leader-institute) or contact 303.892.3840, [OEDIT\\_CreativeIndustries@state.co.us](mailto:OEDIT_CreativeIndustries@state.co.us).



### Colorado Creative Industries

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