

Future models of creative sector governance-phase one

Insights and learning report

Whāia te toi huarewa o te auahatanga, hei kete toitoi manawa mō Tāmaki Makaurau.

Seek the pathway of creativity as a kete of inspiration for Auckland.

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Background

In 2021 Te Taumata Toi-a-lwi drew together individuals and organisations to design and deliver a range of capability initiatives through the <u>Tāmaki Makaurau Capability Network</u>. Supported by co-investment from Manatū Taonga - Ministry of Culture and Heritage, the intent for this initiative was to develop a collective impact model to build creative sector capability in Tāmaki Makaurau.

Future Models of Creative Sector Governance was one of the six initiatives within this collective and this report provides a summary of the insights and learnings that emerged.

Overview and Approach

Led by Caren Rangi, in collaboration with the Centre for Social Impact and Community Governance, this initiative aimed to explore future models of governance for the creative sector.

A series of co-design hui with creative sector practitioners were held to explore what future-focused governance might look like for the sector. Participants explored what creative practices could be applied to governance and what conditions, voices and relationships, experiences and practices would characterise fit-for-purpose creative sector governance.

Key learnings included:

- There is a widespread view that there is very little support for governance generally
- A recognition that power dynamics in governance can cause harm
- There is a sense of rigidity in governance because it is required by funders
- There is a desire by the sector to apply their own creative tools to governance processes
- The need to value and centre mātauranga Māori alongside mātauranga Pākeha was a further theme.

Key outcomes included:

The co-design hui laid an important foundation for future work that will support:

- Strengthening capability in the sector by working to create fit-for-purpose governance models
- Bespoke creative governance capability development frameworks to guide future activity
- Strengthened governance capability and practice among participants.

Key Insights

What we heard from co-design participants for what is needed to enable fit-for-purpose governance in the creative sector.

CONDITIONS

There is a clear commitment to issues of equity, power-sharing, the place of tangata whenua and the principles of Te Tiriti o Waitangi within governance.

The role of governance is valued, board members are remunerated and there is a holistic relationship between governance and management.

Boards are values driven, people and relationships are placed at the centre, testing and innovation is embraced.

Sector-specific governance training is available and accessible, and there are opportunities for peer-to-peer learning and support.

PEOPLE & RELATIONSHIPS

The voices and experiences that matter to the organisation's kaupapa are at the board table.

Creative skills are seen as critical to effective governance in the sector.

Board members demonstrate mana-enhancing behaviour through active listening, empathy and respectful exchange.

Governance is a valued and connected part of organisations' whakapapa - there is an open sharing of what has come before and who has been involved.

Young people are supported to engage in creative sector governance and to develop their own governance practices.

KNOWLEDGE & PRACTICES

Board members contribute to collaborative decision-making, think laterally, apply a creative lens and lead equally with their hearts and their minds.

Boards have a learning mindset - there is an openness to exploring governance practices, flexibility as to how solutions are arrived at, and space where people can safely challenge and be

The Chair respects and activates the diverse individual and combined skill sets at the hoard table

Board members contributions are valued and there is an acknowledgement that people bring their full selves to the table.

