Transformational Leadership: a model for museum educators

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What does good leadership look like?

What does it feel like to follow a good leader?

Gilbert Stuart, *Major Henry Dearborn, 1812*
Transformational Leadership and Museum Educators

• Ability to encourage and practice creativity
• Desire to foster learning in one’s self and others
• Articulation of ideas in clear, convincing manner
• Understanding the importance of open communication
• Focus on and values the needs of others
What does a transformation leader do?

- Creates and communicates a clear vision
- Motivates and inspires others
- Manages implementation of the vision
- Coaches and builds a team
Creating and communicating a vision

• What is our purpose? Why do we get up each day and come to work? What can we all work towards together?

• Analyze where are and what are realistic possibilities of where to go
  • Values of your organization
  • Capabilities of your team
  • Resources available to you

• Find the right words and then craft the “catch phrase” version. Specific and concise language.
Creating and communicating a vision

The Learning and Interpretation department strives to encourage curiosity and wonder for all visitors to the PMA. By offering audiences of all ages opportunities to connect with authentic works of art through programs that offer open-ended experiences, intellectual rigor and exploration of the creative process, we intend to impact the lives of PMA audiences. Always using the PMA’s collection and special exhibits as a foundation, we contribute to the vitality of our community by connecting art of the past and the work of living artists with contemporary issues relevant to our community.
Creating and communicating a vision

There is more than one way to look at a work of art.

Stuart Davis, *New York-Paris No. 2, 1931*
Motivating and Inspiring Others

• Transparent and constant

• What is the impact on our intended audiences? (It can’t be about you. Transformation is about others.)

• Find concrete ways to connect specific work and projects to the vision

Andy Warhol, Moonwalk from the Series: History of TV, 1987
Managing Implementation

• Be realistic and understand where you are and what is possible

• Set parameters, timeline, so that work is paced and realistic outcomes are achieved

• Be present– jump in as needed, but be a “space maker”
Coaches and Builds a Strong Team

• Operate from a place in which you believe your team can achieve your vision; assume success

• Focus on other and helping them achieve their goals

• Build trust in authentic ways

• Failure may be an option along the way.

N.C. Wyeth, Dark Harbor Fishermen, 1943
What is your vision?

How are you going to achieve it?
Resources:


*Winslow Homer, Weatherbeaten, 1894*