

‘More than just friends?’: Change and Community Capacity Building in Glasgow Museums

Laura Gutierrez

Susie Ironside

**Paul Hamlyn
Foundation**
Towards a better way





Live Adventurously (1998) Ron Waddams

*What is the **Our Museum initiative?***

A process of organisational change within museums and galleries across the UK that are committed to **active partnership** with their communities.

Funded by the **Paul Hamlyn Foundation**



The Artist's Studio, Rue Saint-Georges (1876)
Auguste Renoir

Working towards four key outcomes

- **Understanding local need**
- **Community agency**
- **Capacity building**
- **Reflection**

Spectrum of Engagement

INFORM

CONSULT

INVOLVE

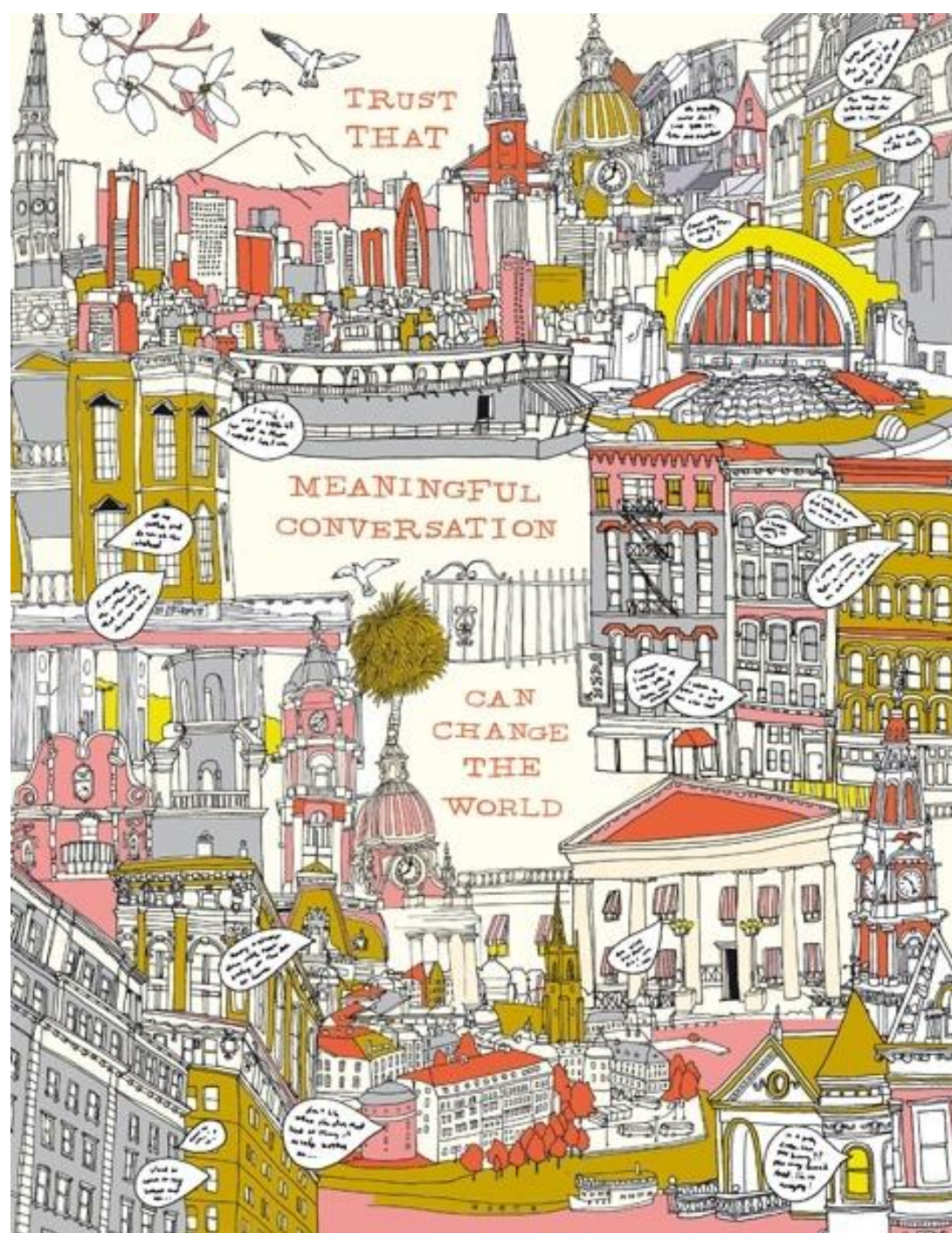
COLLABORATE

EMPOWER

Where are you...?

**“How do we
change the ways
we work
together?”**

**“How can we
better share our
information,
knowledge and
skills?”**





**Creating spaces,
mechanisms and
opportunities for
meaningful
discussion**

**Staff Ambassadors
Programme**

Community Forum

Staff Ambassadors Programme

Gain and share new knowledge and skills to apply to the workplace

Staff can take ownership of their own development

Excellent networking tool – breaks down barriers and develops relationships

Opportunity to reflect on current working practices and highlight areas for change and/or development

Inspiration and confidence to try new approaches

Cost effective professional development



“Our discussions are highlighting not only the different experience but the different ways of thinking that can come together in one room.”



“The programme has allowed me to have meaningful conversations with people I wouldn’t ordinarily make contact with and the learning I have gained from this is very helpful for my role within Museums.”

“I have learnt the importance of listening to make communication an active, two way process that leads to equality in decision making and problem solving.”

“It has been really liberating to work with colleagues who have different learning styles than my own. It has been a good leveller for me and has allowed me to learn how to approach things from different angles.”

Spaces for making connections

Spaces for new ideas to be debated

Opportunities for decisions to be shared and jointly owned

Opportunities for inspiration to thrive







Community Forum

The Forum will allow space for regular dialogue and **two way exchange** between GM staff and representatives of the communities that make up our city.

It will provide an opportunity for members to share skills, knowledge and experience in a supported and safe environment.





NECHESHE & CHERPU
Egyptian, Pharaoh's Tomb (KV 62)
18th Dynasty

Contemporary Connections

New works inspired by the Laurel Collection.

