

# Dance Data Project®

## Collaborative Approaches to Leadership Transitions | Artistic Director

### Search Committee **DO's** and **DON'Ts**

#### **DO**

- Give yourself a full year to conduct the search.
- Inform major supporters, staff, board, and dancers strategically in a timely manner.
- Hire a reputable, competent search firm with experience and background in leadership searches within the arts sector.
- Work closely with the ED/CEO to assure alignment.
- Get feedback from all those invested in the company, including employees.
- Honor the departing AD.
- Make sure departing AD and new AD have time to be together before actual transition.

#### **DON'T**

- Be secretive (over communicate vs. under).
- Rush to fill the position. Enjoy the process.
- Form preconceived ideas about candidates. Try to be open.
- Require deliverables within the first few months. Give incoming leadership time to settle in.

### **A SUCCESSFUL ARTISTIC DIRECTOR**

- Is able to be collaborative with high regard for administration, academy, board, dancers and the community.
- Understands the need for compromise and consistent communication with those invested especially with the ED/CEO.
- Has a breadth of experience with roles danced and choreographers worked with.
- Knows the choreography that the art form is producing nationally and internationally.
- Can read a budget and explain what it means.
- Is a good listener!
- Is comfortable, warm and inviting in front of an audience of 1 or 3,000.
- Understands the value and process of strategic planning and is able to rally a cohesive shared vision.
- Supports DEI initiatives in a specific and meaningful way -including creating benchmarks.

### **ADVICE FOR INCOMING LEADERSHIP**

- Research company history.
- Align artistic vision with the community.
- Create a strategic plan with the team.
- Seek out collaborations.
- Work closely with the board during the transition.
- Try not to move too quickly through change.