



DO GOOD AND DEVELOP PEOPLE

One thing BIA:NW didn't expect was for volunteering to appear as an issue in the manifestos of any political parties seeking your vote on 7 May. The proposal to make it mandatory for all public authorities and every 'big company' (one with more than 250 employees) to provide each employee with three days of paid leave annually to carry out volunteering work has met with a mixed response.

This proposal followed hot on the heels of a report at the end of March from the Chartered Institute of Personnel and Development which looked at the role of organisations in supporting employee volunteering, *From Big Society to the Big Organisation*. The CIPD has long been convinced of the benefits of employee volunteering in terms of the development benefits it can offer. This latest report highlights "the trend towards participation in skills-based volunteering activities away from those that are simply altruistic. For example, employees are volunteering for programmes that offer clear and identifiable opportunities to learn and develop, such as becoming a charity trustee, school governor or delivering skills-sharing workshops and mentoring."

This kind of volunteering allows employees both to apply and develop their professional skills and new CIPD survey data found that 70% of HR professionals believe that volunteering can form part of their staff development plans.

This case-study-based research identified ten skills employees developed:

- community awareness and a wider appreciation of diversity
- confidence (having difficult conversations)
- coaching and mentoring
- communication
- networking and relationship- building
- team-building
- enhancing professional knowledge
- self-awareness and reinforcing skills
- workload management
- creativity

In addition to these skills, the research also found that volunteering helps to inspire, motivate and energise the workforce and that it can help unlock potential or prompt a career change.

BIA:NW's volunteering programmes are all skills-based and longer-standing BIA:NW volunteers will know about the personal and management development benefits already. Our bulletin last Summer looked at our own survey results and highlighted the volunteer benefits received including, amongst others, networking opportunities; new approaches to problem solving and creative thinking; increased understanding of board level responsibilities and improved communications skills – and of course, enjoyment.

Of course the big difference between the new proposals and volunteering through BIA:NW is that most of our volunteering can be carried out outside conventional office hours thus avoiding the difficult questions about who will pay for the three days and how it will be administered. So for great development opportunities that deliver CSR agendas, create company ambassadors, are carefully managed and in an exciting sector, do get in touch with BIA:NW. Ring Viv on 0151-709 8780.

IMPROVING BOARD LEADERSHIP

Arts organisations - make the most of this programme whilst the subsidy is still there! The prices given below are for organisations with turnovers below £75,000, but the services are highly subsidised for all but the largest organisations. For more, see the website - or give Viv a call.

Board assessment service - An external review of the governance of your organisation that will take into the account the views of everyone involved. A confidential report is produced including recommendations for improvement. For small organisations this costs just £75 plus VAT.

Board development sessions - These full day whole board sessions will be based on a foundation of research and discussion so that each session will be bespoke to the needs of the individual organisation. For small organisations this costs just £150 plus VAT.

Strategic development workshops - Facilitated half day sessions for the boards and management of an organisation to support them to review their direction and strategy. Each session is designed to meet the particular needs of an organisation. For small organisations this costs just £100 plus VAT.

Specialist board candidate searches - if you are looking for highly specialist skills for your board, one that would not normally be found in our Better Board Bank, ask for a form and we'll do our best to track someone down. (Free)

The Programmes - Here are the latest matches:

BETTER BOARD BANK - New matches bring the total to 497.

Action Transport Theatre - John Napier, consultant
They Eat Culture - Emma James, consultant
Hot Bed Press - Joanne Judge, DWF LLP
The Suitcase Ensemble - Carl Graham, DWF LLP
Business in the Arts:North West - Daniel Freed, Bibby Line Group Ltd
Plaza Community Cinema - Beth Harvey, Royal Liverpool Philharmonic

MENTORING - New matches bring the total to 169.

Lee Shannon, International Network for Culture and Arts - Roger Standring, retired
Paul Smith, Liverpool Biennial - Rachel Spooncer, Perspectives

SKILLS BANK - The number of projects confirmed to date is 561.

Southport Ceramics Studio - Daniel Freed, Bibby Line Group Ltd - business planning

QUICK FIXES – 177 completed to date.

BrazUKa International - Ed Farrelly, DWF LLP - legal, employment law
Benedict Power Productions - Vivienne Tyler, BIA:NW - legal, organisational structures
Africa Oye - Vivienne Tyler, BIA:NW - legal, organisational structures
Psappha - Kevin Jaquiss, DWF LLP - legal, organisational structures
Infinite Art Space - Mark Fergusson, Maxwell Hodge Solicitors - legal, organisational structures
Foden's Band - Kevin Jaquiss, DWF LLP - legal, organisational structures
Hope Street Limited - Graeme Dixon, DWF LLP - legal, landlord & tenant
LOOK Liverpool International Photography Festival - Gary Jones, Weightmans LLP - legal

The monetary value of support provided through BIA:NW's volunteering programmes now amounts to over £18 million.

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