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## REINVENTING MENTORSHIP IN ARTS MANAGEMENT

2020-1-EE01-KA203-078003

### MENTORING SPRING ACADEMY

Tallinn, May 10-14, 2022

Estonian Academy of Music and Theatre

### DAILY PROGRAMME

DATE	TOPIC OF THE DAY	CONTENT, READINGS and PRE ASSIGNMENTS
<p><b>Tuesday, 10 May</b></p>	<p><b>11:00 We gather by the main door of EAMT</b></p> <p><b>13:00 Lunch at restaurant “Pegasus” (Harju t 1) paid by the EAMT</b></p> <p><b>15:30 Tour in the <a href="#">Estonian Theatre of Young Audiences</a> (Lai 1/Nunne 4)</b></p>	<p>Tour in the old town guided by Hannele Känd</p> <p>Hannele Känd and Joonas Tartu will tell about the history and management of the theatre</p>
<p><b>Wednesday, 11 May Chamber hall (C-405)</b></p>	<p><b>10:15-11:00 Welcome EMTA team</b></p> <p><b>11:10-11:20 Short break</b></p> <p><b>11:20-13:00 Building a joint understanding of mentorship</b></p>	<p><u>Abstract:</u> During this session we will learn what REMAM is, its aims. We focus to discuss the aims for our week of joint learning and learn to know each other.</p> <p><u>Reading:</u> Creative mentorship case</p> <p><u>Abstract:</u> What is mentorship? Is it for me, the student of ...? What can I gain/learn from this process? What are the benefits of being a mentee</p>

<p>NB! Maria Saiz will join over Zoom:  <a href="https://eamt-ee.zoom.us/j/95411865371?pwd=Sm10T1FsUkJCeHQ4YWtXYUs2QWFnZz09">https://eamt-ee.zoom.us/j/95411865371?pwd=Sm10T1FsUkJCeHQ4YWtXYUs2QWFnZz09</a></p>	<p>Creative Mentorship</p> <p><b>13:00-14:30 LUNCH</b></p> <p><b>14:30-17:00 Professional identity</b>  Annukka Jyrämä (EAMT),  Hannele Känd (Theatre for the Young Audiences) and Maria Saiz (University of the Basque Country)</p> <p><b>19:00 Cultural programme:</b>  a possibility to watch Nikolai Gogol's "<a href="#">The Overcoat</a>" at the Theatre for Young Audiences. The visual theatre production (no spoken word) speaks about a man betraying himself to appear better and stronger in the eyes of others than he really is.</p>	<p>/ a mentor? What are the rules of the “mentoring game”? What topics could I discuss with my mentor? Advice, possible accomplishments, results...</p> <p>Q&amp;A session with audience</p> <p><u>Abstract:</u> The aim of this session is to discover what is professional identity, reflect the role of education and mentoring as tools to (co)-create professional identity. We will discover various potential career paths and the professional identities inherent in them. Using improv theater tools and exercises to emphasize and play through the identity/mentoring topics discussed in the previous lecture. An interactive workshop.</p> <p><u>Reading:</u> Professional Identity - role of mentoring to build professional identity_for spring academy May 2022</p>
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<p><b>Thursday, 12 May Chamber hall (C-405)</b></p>	<p><b>10:15-12:00 Diversity, Accessibility and Discrimination in Cultural Sector</b> Tatjana Nikolić (Creative Mentorship, University of Arts in Belgrade), Dragana Jevtic (Creative Mentorship) &amp; Anna Ranczakowska (EAMT)</p> <p><b>12.00-12.15 BREAK</b></p> <p><b>12:15-13:45 Ethics and empowerment</b> University of Antwerp, EAMT</p> <p><b>13:45-18:00 BREAK</b> (Except for the EAMT students)</p> <p><b>18:00-19:30 Ability to build mentoring relationships</b> Ieva Zemite &amp; Vita Dumpe (Latvian Academy of Culture) &amp;</p>	<p><u>Abstract:</u> There is clear evidence on the need for the cultural sector to engage more proactively in ensuring diversity, equality, inclusion and accessibility among cultural producers, audiences and all stakeholders, and on the potential of mentoring programs to contribute to these aims. These practices need to become part of the official agenda and methodology of higher education of cultural managers and other professionals, in order to give tools to emerging, but also teaching professionals, to engage with these topics as well as to recognize their own privileges. In this session we will go deeper in the existing stereotypes, prejudices and mechanisms of discrimination in our local cultural scenes and ways of recognizing and opposing to these practices within and beyond mentoring in arts.</p> <p><u>Abstract:</u> Questions on ethics are important in any context, and whenever building our (professional identity) even so. This session will elaborate and jointly create deeper understanding on the ethical questions related to mentoring, especially in the context of learning, student to mentor relationships. We aim to provide tools that help to cope sometimes conflicting ethical dilemmas</p> <p><u>Reading:</u> Kimberly A. Johnson, <a href="#">“Every experience is a moving force”: identity and growth through mentoring.</a> Teaching and Teacher Education, Volume 19, Issue 8, 2003, Pages 787-800</p> <p><u>Abstract:</u> In this session we will discuss the basic rules, tools, tips and tricks of mentorship. We will work in pairs on goal setting for mentoring; practice the peer-to-peer mentoring process as mentors and mentees; and reflect on</p>
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<p><b>Friday, 13 May Chamber hall</b></p> <p>NB! Both lectures by Maria Saiz are on Zoom: <a href="https://eamt-ee.zoom.us/j/91876097206?pwd=Y3NBZl1BMnJVNEUwYl0xeTNoV0ZBdz09">https://eamt-ee.zoom.us/j/91876097206?pwd=Y3NBZl1BMnJVNEUwYl0xeTNoV0ZBdz09</a></p>	<p><b>10:15-11:30 Entrepreneurship mentoring. “CCI: Value creation in digital context”</b> Maria Saiz (University of the Basque Country)</p> <p><b>11:30-13:00 Workshop “Enhancing business ideas and prototypes: alliances and stakeholder approach”</b> Maria Saiz (University of the Basque Country)</p> <p><b>13:00-14 :30 LUNCH</b></p> <p><b>14:30-17:00 Mentoring mobile app &amp; user experience workshop</b> Tatjana Nikolic (Creative Mentorship, University of Arts in Belgrade) &amp; Dragana Jevtic (Creative Mentorship)</p>	<p><u>Abstract:</u> Technology and innovation is a key element of creativity in cultural companies. We will talk about the challenges of innovation and the transformation of the CCI, and about the areas in which digitization will allow new opportunities for cultural business models, connection with new audiences and global distribution of content. The objective is to generate a previous inspiration session in order to promote new business ideas and creativity to discuss during the workshop. <u>Reading:</u> <a href="#">Case Fondation Gaztenpresa</a></p> <p><u>Abstract:</u> Three questions for brainstorming: 1.Challenges of the cultural industry to face the digital transformation 2. How to generate value and economic income from the digital communities of cultural institutions? 3. Technology as a tool to create new business and to solve CCI problems.</p> <p><u>Pre-assignment:</u> please watch the videos which links you’ll find on the last page of <a href="#">Maria’s presentation</a></p> <p><u>Abstract:</u> Part of the REMAM project is a development of a mobile app that could be a helpful tool for professionals in the cultural sector engaged in mentoring relationships and interested in personal development through dialogues. Hence this session will be devoted to discussing the positive and negative experiences with relevant mobile apps with the students as well as reflecting upon their habits, needs and ideas for a possible app structure, content, design and features. Examples that will be discussed were partly collected in a recent research on the state of the mobile apps in the cultural sector in</p>
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		<p>Serbia, n=64 (Nikolic, Ilcic, 2021, published in Serbian), supported by wider international examples. We will be exchanging feedback on the existing apps, doing a brainstorming session on the possible mentoring app for the cultural sector, and discussing do's &amp; don'ts when creating such a tool if it is to be utilized-spread among the emerging arts management professionals.</p>
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<p><b>Saturday, 14 May Chamber hall (C-405)</b></p>	<p><b>10:15-11:30 Mentoring as tool for urban development</b> Beatriz Plaza (University of the Basque Country)</p> <p><b>11:30-13:00 Setting goals, defining your starting situation and evaluating yourself - towards future</b> Annick Schramme and Nathalie Verboven (University of Antwerp)</p> <p><b>13:00-15:00 LUNCH ordered in) with summing up the week</b> EMTA team</p>	<p><u>Abstract:</u> Advanced Services represent a growing portion of the economy of cities. The Knowledge Economy is one of the growth engines of cities. In this context, the Local Development instruments developed by the Local Development Agencies must include Mentoring as an effective instrument to support innovation and local growth. The aim of this lecture is to explore the basics of modern Local Development and its connections with Human Capital &amp; Mentoring.</p> <p><u>Reading:</u> Plaza, B. and Haarich, S.N. (2017): <a href="#">Arts, Culture and Creativity as Drivers for Territorial Development, Innovation and Competitiveness.</a></p> <p><u>Abstract:</u> The concluding session aims to enable you in defining your personal goals for a mentorship project as well as describing your own starting situation and personality traits. Based on your self analysis, we will do a strengths and weakness analysis of ourselves. Was this easy? What problems do we run into?</p> <p>We end by setting goals based on your strengths and weaknesses, and propose some activities to work on during a mentorship project.</p> <p><u>Pre-assignment:</u> please download and fill in the <a href="#">Soft Skills Exercise sheet</a> prior to the lecture!</p>
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