

# GUIDELINES

TALENT TO LEAD



“T2L is designed to prepare Canadian cultural leaders for positions of greater responsibility and leadership. A deeper and more personalized approach to succession planning on a national scale can hardly be imagined.”

- Robert Sirman

**Deadline for Applications: T2L PROGRAM: January 30, 2020**

## Further Information

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Cultural Human Resources Council will not accept applications submitted after the deadline, or incomplete applications.

## **Program Description**

Talent to Lead “T2L” is a program of the Cultural Human Resources Council designed for mid-career cultural leaders who are seeking to advance to the executive level of leadership in Canada. Now in its 4th year, CHRC will focus on leaders from Indigenous, racialized, and official language minority communities

## **Objectives**

1. Promote and support professional development for mid-career cultural sector managers.
2. Encourage more recognition for the role of mentorship in succession planning for organizations, career transition and retention in the cultural sector.
3. Develop and disseminate targeted and relevant advice, tools and programs on human resource management in the cultural sector.

## **As a Participant in T2L you will:**

- ✓ work with expert facilitators who challenge and champion you as you turn your learning into action
- ✓ kick-off with an orientation session to introduce you to the T2L program and to your peers
- ✓ spend one hour per month, over 8 months, with peers in a high-impact and in-depth webinar series focused on HR management
- ✓ have follow-up sessions after your final session to review and reflect on your learning

## **Eligibility**

### **You are an ideal candidate for the Talent to Lead (T2L) program if you:**

- ✓ are currently working in the cultural sector and are committed to a long-term career
- ✓ are responsible for managing and leading individuals and teams to deliver results
- ✓ have a combination of demonstrated leadership in your current role and vision and aspiration to take on further leadership responsibilities in your career
- ✓ are a Canadian citizen or have permanent resident status, as defined by Citizenship and Immigration Canada
- ✓ are a leader from an Indigenous, racialized or official minority language community in Canada

**The Cultural Human Resources Council is committed to equity and inclusion, and balancing regional and community representation.**

**As a Mentor in T2L you will:**

- ✓ commit to sharing your knowledge and experience with a talented mentee in one-on-one sessions over an 8-month period
- ✓ commit to attending an on-line orientation session to introduce you to the T2L program and to this cohort of participants and mentors
- ✓ spend a minimum agreed upon number of hours and sessions per month, over 8 months, with your mentee focusing discussions around leadership, career, and HR management
- ✓ attend 8 webinars if schedules allow or review the webinar slide-deck and references
- ✓ provide T2L with feedback on your experience and on the program mid-way through and at the end of the program
- ✓ have follow-up sessions with your mentee to review and reflect on your experience

**Eligibility**

**You are an ideal candidate to be a mentor in the Talent to Lead (T2L) program if you have:**

- a minimum of 15 years' experience in management in the cultural sector
- knowledge of the Canadian cultural sector including industry and/or not-for-profit organizations
- proven ability to establish and build trusting relationships
- a proven track record in managing, coaching and motivating individuals and teams for success

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## **Program Details**

### **IMPORTANT DATES:**

**T2L PROGRAM: April 8, 2020 – November 8, 2020**

**Application Deadline: January 30, 2020**

**T2L Program Participants Selected: February 28, 2020**

**T2L Mentorship Teams Announced: March 2020**

**Orientation & Program Launch: April 8, 2020 at 12 P.M. EDT**

*Please note that the above dates may change due to program changes.*

## **Assessment of Applications**

### **Stage 1**

Eligible applications will be evaluated by a T2L Selection Committee, composed of T2L Steering Committee Members and other leaders who are recognized as cultural management professionals by their peers. T2L Selection Committee members will be chosen with consideration of representation of Canada's two official languages, Indigenous and racialized communities, and the cultural and regional diversity of Canada.

### **Assessment Criteria**

Decisions will be based on meeting the eligibility requirements and the general merit of your application, compared with that of all other eligible applications in this national call for participants. Your application will be assessed on your experience and record, the potential impact on your career as a cultural leader, and your potential impact on the sector and your community with this added knowledge and experience from T2L.

Selection of participants for T2L will be based on your application and receipt of the signed employer letter of support. Consideration will be given to fair representation of Canada's two official languages, Indigenous and racialized communities, and the cultural and regional diversity of Canada.

## **Terms and Conditions**

If your application is successful, the terms and conditions will be outlined in the program agreement.

Before you apply, please note all successful applicants agree to the following conditions. You will

- be living in Canada for the duration of the T2L program
- attend the webinars scheduled monthly
- provide feedback on the program and your experience through surveys and telephone interviews
- provide input on issues impacting your leadership in th
- public information about yourselves to be used for promotion of the program and promotional initiatives
- if required, respond to inquiries about the program from interested leaders, media or funders

## **Personal Information**

The Privacy Act gives individuals the right to access and request correction of personal information about themselves. The Cultural Human Resources Council will protect personal information as required by the Privacy Act.

The Cultural Human Resources Council may share information related to applications with officials in other arts and cultural industry funding agencies, on a confidential basis, to assist with program planning and evaluation.