



***Doing the Right Thing***  
***Key ingredients for making good decisions***



**An ART of Leadership workshop by Crave Arts  
inspired by Joseph Conrad's 'The Secret Sharer'**

# ART of Leadership workshops

Crave Arts are devising a series of half-day workshops inspired by plays and novels containing powerful leadership messages applicable today.

The works of art that inspire the workshops provide fascinating character studies. They're about people – people who are nuanced, who don't always get it right, who often learn the hard way. We see close up their motivations, their worries, their flaws, their hopes, their mistakes, what they learn and how they succeed. Within a story there is always a journey the character takes, discovering something about themselves; a turning point – just like in our own lives and our own work lives.

Training through using the arts has impact. We are habituated from a young age to absorb stories far more powerfully than facts. Workshop participants watch excerpts performed by actors and then explore, through exercises and discussion, the key messages and how to apply these to their own work situations. Sessions are intended to be thought provoking and enjoyable.

## Doing The Right Thing

Leadership in the work place is often a test of character, with responsibilities and expectations. People look to you to inspire them, to set a vision, and to help them develop in their roles. Most importantly - they look to you to make decisions, and/or to set the culture for their own decision making. This all creates the pressures we feel internally to do well. It's a demanding role.

What kind of leader do you want to be?

'Doing the Right thing' is based on a short story by Joseph Conrad called 'The Secret Sharer'. It involves a Captain, on his first voyage, joining a crew who have been together for 18 months. He is presented with a challenge at an early stage of his management role - a stowaway attempts to come on board. What's more, he's committed a serious crime. What does our Captain do? And what motivates his decisions?

The workshop considers the risks he took, the decisions he made, the consequences of those choices and what impact this had on him as a developing leader. Participants are invited to reflect on what this means for them in the workplace, their role, their influence and how they will deal with the difficult choices they inevitably have to make as a leader of people.

# Workshop content

The workshop is a half day session - 3 hours in total, including a short break. We will focus on 3 key messages, brought to life through 3 scenes from the novel. Each scene is followed by short exercises to be carried out in small groups and time for discussion, reflection and questions. Answers are often found within the group as a whole, sharing their experiences.

It may be important to let the participants know they **won't** be expected to act or role-play! Instead, they can enjoy the short performances by us.

By the end of the course, managers will...	How the story achieves this
Understand their own personal drivers for making decisions and consider how these fit into the organisation's way of working	We will give a powerful example of a decision the Captain faced, discuss what 'doing the right thing' means, the difference between gut-based and value-based decision making as well as the fit with 'rules' and expectations. Participants will explore a work dilemma they had to deal with in the past
Know the building blocks for creating a Culture of Trust in order for good decisions to be made by the whole team	The story shows where a Culture of Fear was used. We will consider its pitfalls and discuss how to create a positive work culture. The group will consider what they need from their manager to be productive at work...and then reflect that that's what people expect of them
Have developed confidence in their decisions and their ability to see a decision through once it is made	We will watch the Captain see his decision through in the story. The group will consider confidence vs. imposter syndrome in a group exercise

## Who is the workshop aimed at?

Doing The Right Thing is ideal for those new to management, but will be useful for anyone open to refreshing their leadership style. Experienced managers can contribute well to the workshop discussions. The workshop suits a group of 9-15 people and will be brought to your workplace.



# About Us

## Who are Crave Arts?

Crave Arts was established in Worcestershire in 2020 with two Directors; Steve Wilson and Debbie Birch. We have over 40 years' experience between us of managing and delivering arts and heritage programmes. We have worked at senior levels in local government, as sole traders and for charities. Debbie's experience is in organisational change, project management, fundraising, training and evaluation, after starting out in her career as an archivist. Steve's experience is in project management, fundraising, training, cultural education, writing and performing. They have managed and led teams, of varying sizes, from 2 to 500 people.

## Why Crave Arts?

We are encouraged to crave so many material things in our daily lives. Being sold to and persuaded that each new thing we buy will bring fulfilment and happiness. But does it? Or does it just perpetuate a constant desire to have more, the latest, the best? We see the arts as an antithesis to all that and a way to bring happiness through connection with other people, through a sense of achievement in making and creating something together, and through joy at sharing, through plays, films, and visual arts, the essence of what makes us human. We want everyone to Crave Arts in their lives!

## Our extended team

For Doing The Right Thing, we're delighted to work with Alex Lake, a Worcester-based performer who graduated from the University of Worcester's Drama and Performance degree in 2019.

## Find out more.....

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*What ART of Leadership workshops would you like to see? Tell us what leadership challenges your organisation faces and we'll aim to find a cultural work that fits the bill*

