

4.2 Impact of Artist Approach

The design of the programme and the particular approach of the artists contributed significantly to achieving the above positive outcomes. Many of the care home managers had previously experienced leadership training but were moved in a new way by taking part in this artist led process:

My experience of leadership courses is being sat in a classroom, and by the end of the day you are half asleep! This will really stick in my mind because it's been different – I've never been blindfolded as part of training before!



Managers were able to identify some of the unique factors they felt enabled them to have such a positive and enjoyable experience taking part in this creative programme. These factors helped embed the learning, and supported the sense of connection each manager felt to both the tasks and each other:

- Artists developed and maintained an open, responsive and safe environment
- Artists supported the concept of 'putting the care back into care' by creating a supportive programme, and by modelling a caring approach
- Relationships between managers were nurtured as a result of trust based exercises and trust sharing dialogue
- The size of the group was large enough to feel a sense of connection to a community, small enough to feel intimate. The act of bringing people who felt isolated together and connecting them was powerful

- The artist choice of each physical environment for away days was impactful.¹
- The sharing of food and food provision within the group built a sense of unity

I've realised I'm not so isolated, everyone is feeling the same, I didn't realise that before

It was really nice that we all sat around a table and shared lunch, even that bit felt well thought through and made me feel cared for

¹ *The settings were chosen carefully to be inspiring and/or useful to the care home setting. Linking them to local cultural venues supported the potential for future partnerships. For example, the choice of Torquay Museum for one away day enabled the managers to learn about a touring handling collection they could arrange to use within their own care home*