

Case study 2: 'Getting the right team for the job' Duchy Square, Princetown

Devon Reinvestment Service has been the driving force behind a new arts & crafts workspace/gallery project to develop Duchy Square in Princetown. The Duchy Square Centre for Creativity provides incubation and exhibition space for creative entrepreneurs in the area and workshop space and a teaching studio for the local community. The new development aims to retain and develop the reputation for high quality art and crafts exhibitions in Princetown and the surrounding area: a cluster of small work units with on-site business support is assisting new starts, and the gallery showcases the products from the workspaces.

The nature of the project meant that particular attention was paid to getting the right team for the job: board members were recruited for their specific skills and knowledge of the arts and crafts sector and their general business experience. To ensure the right balance of skills, all board members were required to complete a [SKILLS AUDIT PROFORMA](#). This covered arts and crafts experience as well as management, organisational, marketing, funding and

developmental talents. The process helped with deciding on the division of responsibilities within the board and helped to identify any skills gaps so that alternative provision could be made.

An induction process was established to ensure that new board members felt at home and were able to contribute quickly. This included:

- ✓ a meeting with the chair to clarify new board roles, expectations and strategic issues as well as a bit of background and history
- ✓ a chance to meet other board members
- ✓ a tour of the site
- ✓ receipt of an induction pack - with a copy of the constitution, financial information, contacts, recent minutes, list of forthcoming meetings
- ✓ a short follow-up meeting with chair - about three months on

Visit the [Duchy Square](#) website for more information about the new centre.



Duchy Square nearing completion December 2008