

South Yorkshire Aircraft Museum: Succession planning

What was the issue?

In its Forward Plan, the Trustees of South Yorkshire Aircraft Museum (SYAM) wanted to be sure that their Board is fit for the future. In particular they realised that they needed to attract new Trustees with different skills to complement the existing group.

How did Museum Development Yorkshire help?

SYAM applied for support to Museum Development Yorkshire (MDY) whose programme of support opportunities is available to help museums meet Accreditation standards. They were matched with Alex Lindley, a consultant in HR and volunteer management for museums and charities. Alex worked with SYAM over a number of months, developing an in-depth and highly productive relationship which resulted in a clear plan to improve operational management and the retention of critical information when trustees retire.

What happened?

Alex reviewed the museum's Forward Plan and other documentation before meeting with the Board in August 2014. She produced a Succession Planning summary which detailed the current situation and gave recommendations for improvements. Amongst other recommendations, the summary highlighted the need for a trustee skills audit to identify strengths and gaps in expertise. This was duly undertaken and later finalised at a team workshop.

This package of work resulted in a Succession Plan, with an immediate action being a trustee recruitment campaign. The museum approached MDY to request further support from Alex for the recruitment process. At the time of writing (March 2015) this campaign is well underway.

Steve Hague from SYAM writes

“The impacts of this project on the museum as a whole mean that the Board of Trustees will have widened its skills, knowledge and experience and have greater resources to meet future plans and operational requirements... Overall the governance of the museum has been enhanced and improved by this project and this will clearly have a knock on impact for our volunteers and for our visiting public”.

“Alex’s approach and communication style was a huge positive for us. She was very thorough in detailing the different stages of the project and what she would need from us, including an idea of how much time we would need to put in. This was extremely helpful and re-assuring and we all felt we could commit to and benefit from her advice and support.

Identifying the need for professional input to our Recruitment Campaign, was also beneficial and the opportunity to gain additional investment from MDY during the course of the project was much appreciated”.

Find out more

South Yorkshire Aircraft Museum: contact@southyorkshireaircraftmuseum.org.uk

MDO contact - Michael Turnpenny: Michael.turnpenny@ymt.org.uk

Museum Development Yorkshire Case Study
Number 1, March 2015



Supported using public funding by

**ARTS COUNCIL
ENGLAND**