

MESSAGE FROM THE TEAM

Dear readers,

Arts and cultural institutions are often so caught up in their professional calling that organisational best practices sometimes don't get prioritised. However, succession planning needs to be a priority. This month's picks from Insperity, one of the world's largest human resource firms, and "Big Four" firm Deloitte focus on succession planning. We are also glad to have caught immediate past director of National Museum of Singapore, Ms Angelita Teo, to share her thoughts on leadership before she left for her next career in Lausanne.

The editorial team wishes her the best in this new chapter in her career.

Enjoy the reads!

From all of us at Culture Academy Singapore



EDITOR'S PICKS

Succession planning problems: 6 pitfalls to avoid

This article from Insperity summarises six common pitfalls when it comes to planning succession. For instance, organisations often only plan for succession at the top management level, but this should be done for key positions at every level for business continuity.



The holy grail of effective leadership succession planning

Deloitte provides a detailed technical analysis of the approaches to leadership succession, and sums up with five key practices to help organisations in their succession planning.



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CULTURE VULTURE

An interview with Ms Angelita Teo

In your opinion, what makes a good cultural leader?

Someone who is able to embrace diversity, able to accept different perspectives and find innovative ways to engage with both cultural practitioners and audiences.

In your 17 years at NHB, you must have had many memorable moments. What is your most memorable?

There are indeed many, but I think the role NHB played in SG50 was most memorable for me. It showed how important culture and heritage is for our young nation.

What skills will you bring over when you take up your new appointment as the Director of the Olympic Foundation for Culture and Heritage in Lausanne?

Understanding the value of engaging with people, taking the effort to find synergy with non-traditional partners.

What advice would you give to young and aspiring cultural leaders?

First, don't be afraid to try new things and go out of your comfort zone. Second, always ask why, so that you understand the work you do. Third, take the time to observe your audience. Finally, learn to be present and listen. Be observant and don't get too emotional.



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