Reimagining the Institution of Live Arts as an Agent of Social Change

Wednesday, May 19, 2-3pm ET
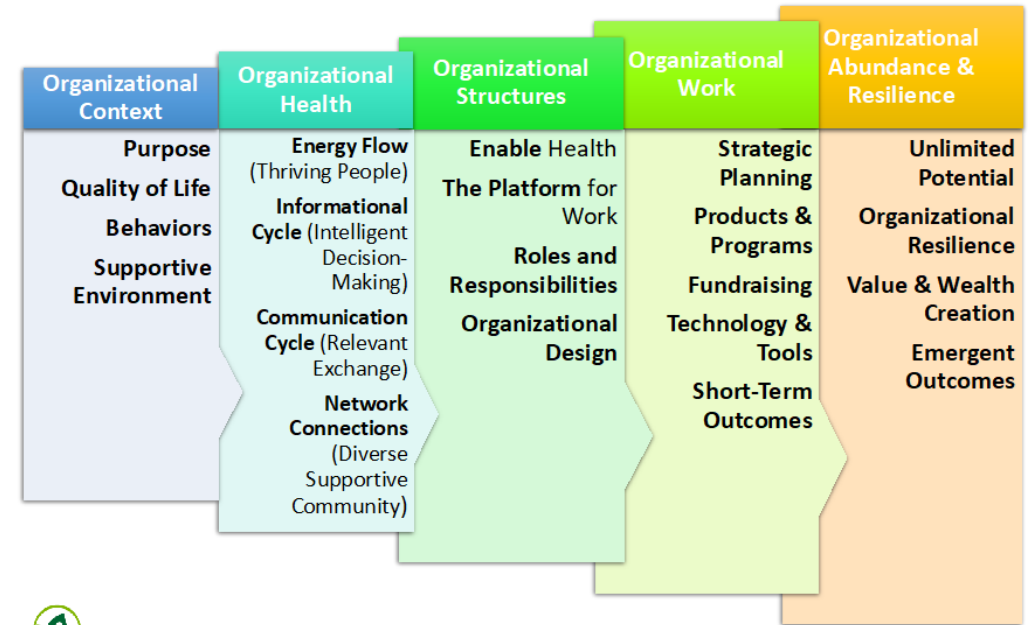
Jonathan Bradley
The Crossing

About nRhythm Design Sprints

nRhythm Design Sprints are 60-minute intentionally structured conversations designed to re-imagine systems – from agriculture to capitalism to the built environment. We interview leaders across a variety of industries utilizing nRhythm's Regenerative Framework to frame and land the conversation operationally in order to inspire and ignite systems change locally and globally.

- **Context.** What is the big why? What is the quality of life in a regenerative agricultural system? What behaviors do we need to live into in order to regenerate agriculture?
- **Health.** How can we enable the health of the system?
- **Structures.** What structures that would enable the health of the system and create the impact that we all want?
- **Work.** What work will we do to realize the context?
- **Abundance.** What does abundance and unlimited potential look like in the system?

The following slides capture the conversation.

The Regenerative Framework

Organizational Context	Organizational Health	Organizational Structures	Organizational Work	Organizational Abundance & Resilience
Purpose	Energy Flow (Thriving People)	Enable Health	Strategic Planning	Unlimited Potential
Quality of Life	Informational Cycle (Intelligent Decision-Making)	The Platform for Work	Products & Programs	Organizational Resilience
Behaviors	Communication Cycle (Relevant Exchange)	Roles and Responsibilities	Fundraising	Value & Wealth Creation
Supportive Environment	Network Connections (Diverse Supportive Community)	Organizational Design	Technology & Tools	Emergent Outcomes
			Short-Term Outcomes	

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About The Crossing

The Crossing is a professional chamber choir conducted by Donald Nally and dedicated to new music. It is committed to working with creative teams to make and record new, substantial works for choir that explore and expand ways of writing for choir, singing in choir, and listening to music for choir. Many of its nearly 110 commissioned premieres address social, environmental, and political issues. With a commitment to recording its commissions, The Crossing has issued 23 releases, receiving two Grammy Awards for Best Choral Performance (2018, 2019), and six Grammy nominations.

THE CROSSING
DONALD NALLY — CONDUCTOR

CONTEXT

A system's Context provides a shared purpose for all decision-making. This purpose must be clear, meaningful and co-owned by all members. This Context should also include agreements on desired behaviors for engagement between members.

We explored questions such as:

- What gives you the most energy doing this work?

- What brings you to this work?

Purpose

contemporary music	using arts and the humane voice as a medium to explore, discover, question	art as an agent for community

Quality of Life

seeing art in different perspectives	invitation to explore	Community between Artists and audience
Context for all of us to grow	Artists First Organization	

Behaviors

Invitation to explore	Invitation to consider something different	diversity	equity
Trust	Intense creative commitment	inclusion	

Supporting Environment

Integrating the Arts into the larger Community

HEALTH

Insights derived from living ecosystems, these foundational processes are core for a healthy functioning environment. The fundamental belief is that systems must create the conditions for members to thrive. Abundance and resilience emerge as a by-product of the system. The active processes include:

- **Energy Flow:** Energy Flow is the energy created and transferred between members of a system. The more engaged and thriving the members, the greater the energy flow.

- **Communication Cycle:** Core to the success of any system is the delivery and exchange of intelligence and wisdom to all its members. Healthy systems have open, transparent flow of information that is actively exchanged with members.

- **Network Connections:** The mutualism, diversity of connections, and transparency that exist within the system will enable the operating environment to thrive.

- **Informational Cycle**: Healthy systems are receptive to new ideas and thinking by learning from previous decisions. Healthy decision-making is contingent upon wisdom being generated by the system.

We explored questions such as:

- Who are you partnering with to do this work? How would you like to increase your partner network?

Energy Flow: Thriving Members

- Self-discovery Fundamental to the human experience
- Creative Community for Artists

Informational Cycle: Intelligent Decision-Making

- Art ... Does not have definitive answers
- Asking questions
- Cultural / Colonial Supremacy
- Covid Year Programming
- Asymmetrical process
- Lots of collaboration
- Arts is more than just entertainment

Communication Cycle: Relevant Exchange

- Collaboration between Artists

Network Equity: Interconnected Partners

- Broader network
- Consultants
- Composers
- Supportive Board

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STRUCTURES

Structures should be designed to enhance or strengthen the intrinsic health (Energy Flow, Informational Cycle, Communication Cycle & Organization Connections) of the system. Here are a few examples of operating structures: 1) Roles and Responsibilities, 2) Governance, 3) Meetings, 4) Monitoring and Evaluation. However, all structures must adapt and evolve with the current operating conditions to maintain relevance.

STRUCTURES

music	diversity of voices	Artists first Organization	Flexibility for creativity
Diversity, Equity and Inclusion	Involving the larger community	Vibrations in space	Human being as medium for communcation
Pre/post engagement of performances	Art as a agent of community	weaving nature into the experience	

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WORK

Work is about the design and implementation of the vision and goals in the system. This involves agreeing upon and prioritizing the primary strategies and/or activities to create the most impact. In a healthy system, all of the activities are being achieved while being rooted in its purpose and without compromising the health of its members.

We explored questions such as:

- What are some initiatives The Crossing is working on, and how can other's get involved?

WORK

Thecrossingchoir.org	Contemporary Music	Mission + Impact = Sustainability
Programmatic Evolution influenced by Equity, Inclusion and Diversity	Works that correspond with what is happening in culture	Why should anyone care?

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ABUNDANCE

Abundance is the outward manifestation and ideal state of the work we are doing in the world. It is deeply rooted in our context without time boundaries and limitations. It is the ultimate expression of the transformation we would like to see in the world.

ABUNDANCE

|		
Two Grammys	110 Commissioned Premiers	Library of Congress Admissions
What is happening between artists and the audience?	Community	realising there is more to learn and grow into
transformation of Org culture	Individual Journeys	

REGENERATIVE FRAMEWORK

The Regenerative Framework is designed upon the insights and principles of living systems. It is a process, design and decision-making framework for creating the conditions for systemic health while regenerating potential and abundance.

The image on the right is the whole design captured in this nRhythm Design Sprint.

Design Sprint: Reimagining the Institution of Live Arts as an Agent of Social Change
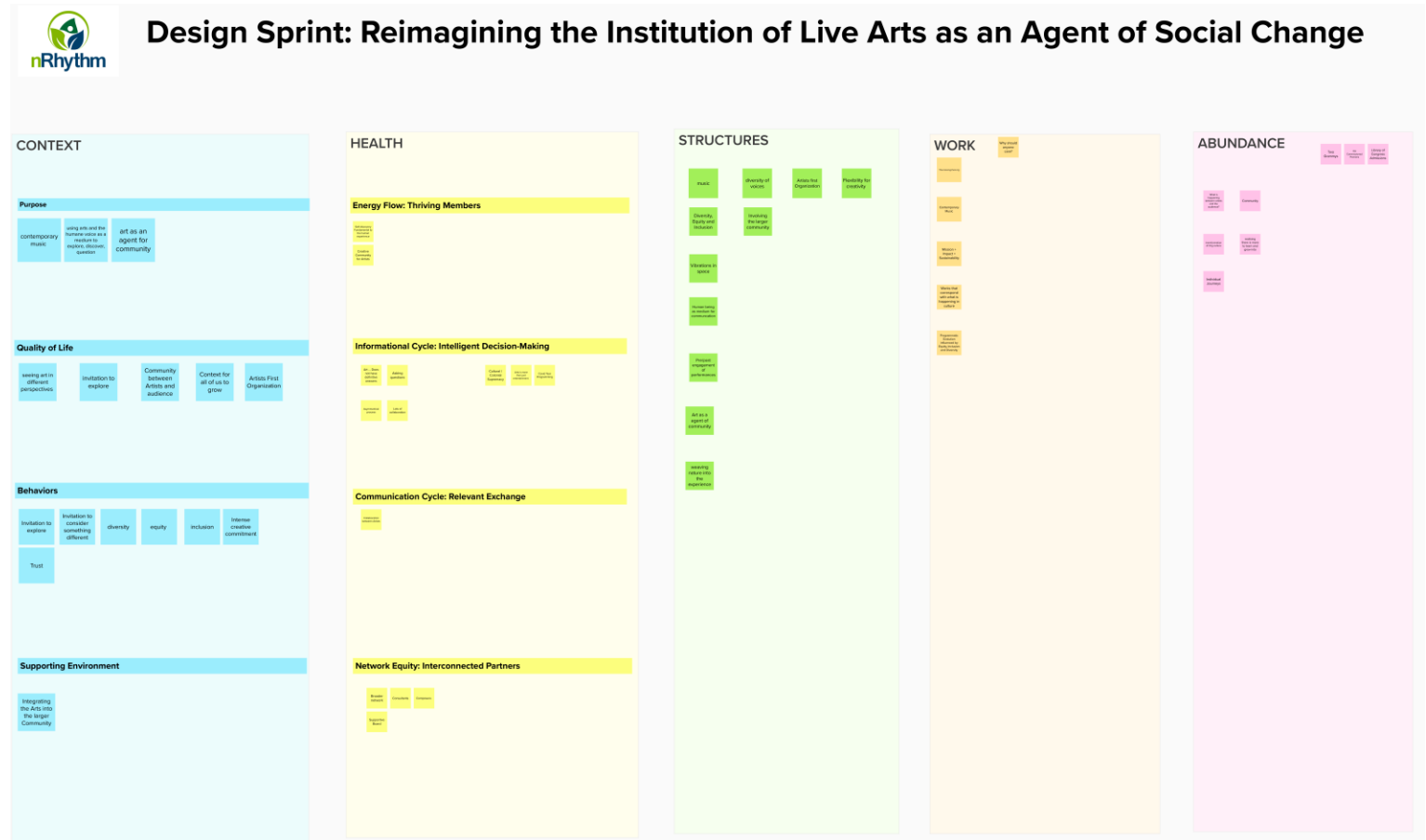
THANK YOU!

Learn More About nRhythm's Approach:

Read our blog on Regenerative Design Principles

Discover hidden potential with our mini-workbooks

Explore your relationship with your role at work with the Thrive Index

Shift your mindset, behaviors, and practices with Regenerative Fitness Challenges

Learn the Foundations of a Regenerative Approach

Design (or Re-Design) Your Team or Project in the Regenerative Design Lab

Monitor the underlying health of your organization with the Health Index