

Paul Mayers BA(hons) FGLF

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I collaborate with organisations to transform the way they operate, helping them to think big and achieve their ambitions whilst maintaining their unique qualities. My work delivers life-enhancing personal, professional and social outcomes, bridging the gap between creative industries and private enterprise. My philosophy is that working well with people is the key to realising positive and productive organisational and social change.

"I was so impressed by Paul's diagnostic skills: not only did he truly listen to what our organisation needed when it was undergoing change, he was then able to translate that effortlessly into the project, delivered ahead of time and fully co-produced with the right people" – Sarah Dimmelow, Managing Director, Core Assets Children's Services, UK

October 2020 – present

Youth Inc. South Australia – Culture & Entrepreneurialism Consultant

- Consulted all staff in co-creation of approaches to entrepreneurial teaching and learning
- Report and recommendations into adaptive challenges and opportunities for the organisation
- Facilitation of whole staff CPD and installation of systems to support structured experimentation
- Leading strategies for finessing community of practice

"Paul has the ability to engage with people in a truly unique way. He is able to engender incredibly high levels of trust and mutual respect through a combination of personal authenticity, psychological safety, and a disarming sense of humour. His facilitation skills are the best that I have seen." – Fred Heidt, Principal, Youth Inc.

September 2018 – February 2021

Carclew Youth Arts, South Australia - Senior Manager, Social Enterprise Employee

- Fundraised \$240,000 in grants and attracted \$70,000 sales revenue
- Led the Creative Consultants program, based on the model I previously established in the UK (see 'Creative Experts' below)
- Provided coaching, professional development and employment opportunities to young people
- Built and maintained partnerships with agencies across sectors, facilitating service delivery
- Devised and delivered 5-year plan towards a financially self-sustaining social enterprise, meeting or exceeding all targets
- Delivered masterclass workshops including facilitation skills, working with vulnerable participants, workshop planning, communication and risk assessment

"We are very excited to be working with Paul, who brings with him a great amount of experience and knowledge of social enterprise, specifically engaging young people. We are pleased to be able to collaborate on building a program in South Australia which Paul's expertise will help to realise." – Tricia Walton, CEO, Carclew

Creative Consultants featured projects:

South Australian Civil & Administrative Tribunal (SACAT) – Marketing Collateral

- Managed a team of early career creative professionals, over a six-month period, to deliver outputs
- Delivered high quality marketing materials to client – flyers for distribution and films for website
- Worked closely with partners and stakeholders including Department of Child Protection, Office of the Guardian for Children and Young People, schools, indigenous organisations and community groups

"I was confident that they would act in an appropriate and professional way with our stakeholders, and the feedback I got from them was excellent... we were very happy with the final results."

– Chris Byron-Scott, Deputy Registrar, SACAT

City of Adelaide – Strategic Plan Community Consultation, Youth Forum

- Oversaw team's delivery of a creative consultation event around imagining a future Adelaide
- Use of creative methodologies to solicit rich responses from a diverse participant group
- Worked closely with client to ensure relevant strategic priorities were considered

"Paul's communication before and after and his willingness to be flexible and meet on site can only be described as excellent." – Strategy, Planning and Partnerships, Office of the Deputy CEO, City of Adelaide

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Government of South Australia – Youth Action Plan consultation

- Worked closely with existing engagement consultant to ensure effective partnership and cohesive delivery
- Oversaw team's input into a two-day consultation event, mentoring their processes

"Project management support for the project was excellent... It was great how all the players involved in delivering the project were able to come together and work in creative harmony." – Department of Human Services, Government of South Australia

July 2016 – December 2017

Sabbatical traveling within Australasia

- Toured around Australia, New Zealand, Fiji, Thailand and Cambodia
- Researched opportunities for international partnerships and further academic study
- Took part in cookery courses including fish, Chinese dumplings and the sous vide technique
- Actioned relocation to South Australia

March 2011 – July 2016

Curriculum Plus, UK

Company Director

- Established a company that delivered creative and cultural projects across the UK (featured projects below)
- Engaged clients from corporations, private and public sector organisations
- Recruited and trained a national network of affiliated creative practitioners

"Challenging, insightful and supportive. It has been very useful having a trusted 'outside eye'." – Shirley Lundstram, Strategic Development Manager for Culture and Leisure, Salford City Council

Curriculum Plus, Featured Projects:

Contact, Manchester, UK - Creative Experts

- Built and led a financially self-sustaining social enterprise model providing employment to young people and delivering creative services to corporations, private and public sector organisations
- Oversaw the professional development of a cohort of more than 60 young professionals over five years
- 93% of participants left the program into sustainable careers and now lead the program forward
- Worked with over 2,000 participants per year from communities and businesses across the UK
- Won North West Business Leadership Team Lever Prize for outstanding practice in successfully integrating creative industry with private enterprise

"An exceptionally creative and imaginative programme of events...helping to break down some important barriers between young people and the corporate business world." – North West Business Leadership Team

Siemens Europe - Management Forum

- Six-month project to diagnose and address issues affecting cultural dynamics and efficiency
- Consulted extensively with staff and senior management in co-creation of stimuli
- Presented various techniques and concepts to support cultural change
- Established ongoing partnership with senior staff to support the Creative Experts programme

"Paul has the ability to extract information from the organization and translate that into something meaningful, real and tangible." – John Goggins, Siemens UK, Customer First & Programme Manager

Greater Manchester Police, UK - Not in My Honour

- Eleven-month project to create education resources for young people addressing honour-based abuse
- Brought multiple partners on board and attracted funding of £60,000
- Worked closely with partners and communities to ensure authenticity and accuracy
- Handled subject matter with sensitivity, ensuring relevance across cultures and religions

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- Distributed to schools throughout UK

"An invaluable resource to enable schools to educate pupils on honour-based abuse, how to spot the signs and what support is available." - Assistant Chief Constable Rob Potts, Greater Manchester Police

University of Manchester, UK - IT Transformations

- Supported the Transformations Program over two years
- Provided a range of training, problem solving and visioning activities
- Worked with senior management, middle management and customer service colleagues
- Created an intervention that became central to the programme, transforming systems and relationships
- Senior staff reported a tangible impact on behaviour and performance at all staff levels

"I have depression, dyslexia and a fear of public speaking... your team helped me not only get through the training, but to enjoy it." – Participant

Wigan Leisure and Culture Trust, UK - Hidden Voices

- Led a homelessness prevention program involving a range of partners over two-and-a-half years
- Created an education pack and a suite of digital images that were distributed nationally
- Worked with three homeless charities and over 150 participants in creation of the resources
- Fundraised £50,000 and established partnerships key to successful delivery
- Managed a team of creative practitioners, delivering to a range of participants
- Oversaw creation and installation of digital images, publicly exhibited to over 200,000 people

"What is really great about Hidden Voices is that it is giving people new skills, new aspirations and new hope." - WLCT Chief Executive Stuart Murray

London 2012 Cultural Olympiad, UK – Looping the Loop

- Two-year program overseeing Manchester's contribution to the Cultural Olympiad 2012
- Managed inspire mark events involving over 20,000 members of the public
- Multi-arts management including visual art, film, music, dance, sport, poetry, food and drink

"It was a great success and a really enjoyable day out! A fantastic start to London 2012 in the North West." – Rob Young, Northwest Coordinator for the 2012 games

January 2000 – March 2011

Freelance Creative Practitioner

Self-employed

- Worked with all major cultural organisations within Manchester and many across the UK
- Developed practice around diversity, making it central to all process and product
- Worked closely with organisations on their strategic planning and stakeholder consultation

Freelance Creative Practitioner, Featured Projects:

Curious Minds, UK - Creative Agent

- Lead practitioner over three years in a national government initiative improving education outcomes within schools
- Managed £20,000 programmes within multiple schools, facilitating whole school change
- Led training of artists, project managers and continuing professional development for teachers
- Worked with over 7,000 primary and secondary school pupils as participants in projects

"...inspirational, interactive and informative." - Westwood Park Primary

Dearne Valley Youth Theatres, UK – Company Director

- Established youth theatre provision over three local authorities in areas of socioeconomic need
- Led a program that engaged over 300 participants weekly for eighteen months

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- Fundraised £150,000 and implemented governance to support sustainability
- Established network of theatre practitioners within the region, providing training and development
- Managed 10 public events within communities, involving young people in decision making

Salford City Council, UK - Arts Officer and Consultant

- Developed a relationship with the Council over nine years as lead practitioner and consultant
- Fundraised £130,000 and brought together partners to add value in delivering strategic goals
- Oversaw projects involving multiple partners including local authorities and Arts Council
- Created framework for monitoring and evaluation which was adopted across the city
- Managed largest public art trail in Europe – Irwell Sculpture Trail

“Paul is very experienced in both delivery as a practitioner and being on the other side of the table in managing projects.” – Kate Charnock, Learning Officer, Salford City Council

BOARD MEMBERSHIP

May 2021 – Present

South Australian Social Enterprise Council

The South Australian Social Enterprise Council is an independent, non-political member based peak body dedicated to representing the interests of South Australian social enterprises; and supporting and building a flourishing Social Enterprise sector in South Australia.

EDUCATION & PROFESSIONAL DEVELOPMENT

January 2018 – present

Master of Management (Arts & Culture), University of South Australia (Part-time)

Modules including Accounting for Management, Project Management for Business, Marketing Management, Venues & Facilities Management, Entrepreneurship & Innovation, Arts Law, Arts & Cultural Leadership & Governance, Arts Philanthropy, Festivals & Events, Arts Management, Arts Environment, Arts & Cultural Audiences.

- Current GPA: 6.2
- Informally coaching a refugee student on a voluntary basis

February 2020 – February 2021

Governor’s Leadership Foundation, Leaders Institute of South Australia

This unique and highly competitive flagship program takes leadership to a new level. It enhances practical wisdom through reflection, learning from leaders who are experts in their field, and immersion in thought-provoking experiences that challenge individual and world views.

- Monthly learning events exploring leadership perspectives and the South Australian strategic landscape, working with a cohort of cross-sector leaders
- I am engaged in a Community Action Project, working with Disability Advocacy and Complaints Service of South Australia (DACSSA) to explore approaches towards conflicts of interest within NDIS and the future of advocacy for people with disabilities within South Australia

July 1999: BA (hons) Theatre Studies, University of Huddersfield, UK

Year Out: Established Malvern Youth Theatre and worked on cultural projects with young unemployed people

July 1995: Advanced Level Qualifications, Worcester Sixth Form College, UK – Theatre Studies, Psychology, English Language, Drama GCSE

July 1993: GCSEs, Chase High School, UK – English Language, English Literature, Mathematics, Chemistry, Biology, History, Geography, French, Home Economics.

PERSONAL INTERESTS

- Finding ways to keep exercise enjoyable
- Multi award-winning contribution to Manchester LGBT Pride parade
- Psychology & the human condition
- Teaching Banjo how to do tricks
- Perfecting the runny scotch egg