



The Role You Play

Our workplace culture

Our Purpose

Create, Connect, Enrich

Our Values

How we work matters.

Our Values are on show every day.

Leadership

Community

Care More

Creativity

Our Strategic Priorities

People

Performing Arts

Customer Focused

Custodianship

Business Excellence

Front cover: Asia Pop
Fest, Asia TOPA 2017.
Photo Mark Gambino.
This page: Welcome to
Country ceremony for
Lord of the Flies, 2017.
Photo Mark Gambino.



A Welcome from Claire

Arts Centre Melbourne is so much more than just the place we work.

Our iconic site, sitting as it does within the Melbourne Arts Precinct, hosts a rich history of treasured experiences and we have been gifted the opportunity to truly reimagine ourselves to ensure we provide a bright and vibrant future for generations to come.

As custodians of this cultural legacy, we are responsible for ensuring our organisation continues to thrive. Which is why I have immense pride in sharing **The Role You Play**: it defines our purpose, our vision, our priorities and our values.

It is more than words. For the past few years **The Role You Play** has provided us with a clear direction to live by, making Arts Centre Melbourne a great place to be. It will continue to guide how we work together to deliver remarkable experiences every day and to ready ourselves for a reimagined future.

Together, we can achieve our vision for the future.

A handwritten signature in black ink that reads "Claire".

Claire Spencer
Chief Executive Officer

Our Vision

Arts Centre Melbourne enriches the cultural, educational, social and economic lives of Victorians by bringing people together for remarkable experiences.

Our Purpose

Create, Connect, Enrich

What we do makes a difference:

- Making Melbourne more creative and vibrant.
- Making the arts more welcoming and accessible.
- Presenting works of local, national and international significance to engage, inspire and challenge our audiences.
- Being the Victorian home for Australia's leading performing arts companies.
- Bringing families and communities together across generations and cultural divides.
- Inspiring curious minds of all ages through innovative and contemporary arts practice.
- Preserving the legacy of and building the Australian Performing Arts Collection.
- Leveraging our unique position in the industry, providing leadership within the creative and cultural sector.



Play Me, I'm Yours, Betty Amsden
Participation Program, 2018.
Photo Sarah Walker.



Arts Centre Melbourne
Production trainees, 2017.
Photo Mark Gambino.

Leadership

Courage and conviction

- We work with courage and conviction to achieve our collective strategy.
- We are honest and accountable.
- We celebrate success and learn from our mistakes.
- We lead an evolving industry through collaboration and advocacy.

How we show Leadership

- Create an environment where people can thrive.
- Take responsibility for your own behaviours.
- Be an ambassador for Arts Centre Melbourne in and out of the workplace.
- Demonstrate our values, brand and offering passionately.

Community

Working together

- We work as an ensemble to connect people of all ages and backgrounds to participate in and experience the wonder of the performing arts.
- We take a positive and proactive approach to communication and knowledge sharing.
- We support our industry to collaborate with each other to learn and grow.
- We foster partnerships and inclusivity with integrity.

How we show Community

- Share feedback constructively and thoughtfully.
- Trust and involve the expertise of our team members and community.
- Walk the floor: actively engage with colleagues outside of your own team.
- Sing each other's praises.



Dominoes, Betty Amsden
Participation Program, 2016.
Photo Carmen Zammit.

Arts Centre Melbourne's
Welcome Team.
Photo Mark Gambino.



Care More

A place for everybody

- We create a safe and secure environment where we respect and look after everybody.
- We work with passion, focus and commitment.
- We look out for one another while we work to a common goal.
- We are "curtain up": always performance-ready.

How we show Care More

- Check in on team members' wellbeing and show empathy.
- Ask for help and be prepared to provide it.
- Speak warmly with team members and visitors: recognise what they bring to our community.
- Consider and communicate the impact on each other before we make a decision.

Creativity

A boundless imagination

- We use our imagination and sense of adventure to stay one idea ahead.
- We are innovative in an evolving cultural environment.
- We are visionary and pioneering.
- We turn performances into events, and events into memorable stories.

How we show Creativity

- Embrace change and the unique opportunities it brings.
- Use creativity to effectively manage uncertainty and disruption.
- Question the status quo: provide ideas and solutions.
- Take time to see shows and enjoy the results of your work.



Stephanie Lake Company's
Colossus, 2018.
Photo Mark Gambino.

Our Strategic Priorities

Our Strategic Priorities are the top five focus areas that ensure we work as an ensemble to Earn the Encore.

People

A place where the very best in the industry aspire to work and collaborate

People are the lifeblood of our creativity and capability. The delivery of our strategy and daily experiences depends on attracting the best possible team and collaborators.

Performing Arts

A contemporary and relevant home for the performing arts that serves the whole of Victoria including the outer metro and regional community

Passion for the arts is one of the foundations of our success that remains critical to who we are today and tomorrow.

Customer Focused

A place where everyone feels welcome and can have remarkable experiences

Arts Centre Melbourne and the Melbourne Arts Precinct belong to all Victorians. Our welcome and experiences must continue to be inclusive of our evolving community.

Custodianship

Part of a connected precinct that treasures the past and creates new stories

Melbourne aspires to be a global creative city and must leverage its assets and invest in connected and contemporary cultural infrastructure.

Business Excellence

A purpose-driven, community asset that supports the Victorian Government to achieve its goals

Through Business Excellence we will become a stronger and more resilient institution that generates cultural, educational, social and economic value for the Victorian community and the interconnected creative industries.

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