



We design and facilitate programs that support individuals, organizations, and communities on their journey to becoming highly adaptive.

We aim to create the space and conditions for lasting change to occur by focusing on questioning, reflection, and real practice in new approaches. Together, our process frameworks fuel shifts in organizational culture as well as the development of new skills.

Our programs support the development and implementation of mission-centered new strategies by professionally-managed arts and culture organizations of all sizes. The programs vary in scope and duration to meet the needs of our partners, ranging from those that directly incubate specific innovation projects to introductory programs that enable new thinking and build a culture of innovation across local arts and culture communities.

National Programs

The Innovation Labs for [Performing Arts](#), [Museums](#), and [Arts Development Agencies](#) take cross-constituent teams through a facilitated year-long process to research ideas, design and prototype new approaches, and launch real-life projects that address major adaptive challenges facing arts and culture organizations.

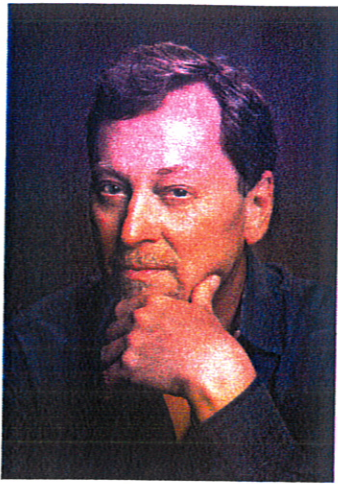
Local and Place-based Programs

New Pathways is a flexible program designed in partnership with local funders to strengthen adaptive leadership within local cultural communities. With program components such as a highly-acclaimed workshop series, participant-led convenings, an innovation incubator, organizational coaching, and systems analysis, each New Pathways initiative is individually tailored to address the needs of specific arts and culture communities.

Activating Innovation

Through [ArtsFwd.org](#), an online platform for learning and exchange around "next practices" for arts leaders, we aim to create a community and common language about the skills, processes, and behaviors that are integral to creating an adaptive and resilient nonprofit arts and culture field.

The [National Innovation Summit for Arts & Culture](#) brought together arts leaders from around the world for a high-profile event that explored the challenges, discoveries, and achievements of daring to depart from traditional approaches. For four days in October 2013, pioneering arts leaders and funders from 14 communities around the country came together for a non-traditional conference in Denver, Colorado. Simultaneously, a free online event extended the experience to participants around the world through a Virtual Summit that included livestreamed talks and discussions.



Richard Evans
President

Richard Evans directs EmcArts' programs and strategic partnerships. Richard's recent research, program design, and facilitation places particular emphasis on innovation, adaptive organizational change, and effective ways that the arts and culture field can respond to the demands of a new era for the sector.

His studies on innovation and capacity building led to his design for the Innovation Lab for the Performing Arts. An expansion of EmcArts' successful pilot Lab for American orchestras, the Lab launched in Fall 2008. Fall 2011 saw the launch of a second national lab – the Innovation Lab for Museums. Richard also leads the design and implementation of the New Pathways for the Arts Initiative, a series of community-based innovation programs that is active in cities across the country.

Richard is a frequent speaker on the relationship between cultural policy and emerging practices in the arts. His past research and analytical expertise has been published in numerous field studies in the USA and the UK. Richard received his M.A. from Trinity College, Cambridge, England. Prior to founding EmcArts, he held numerous senior positions in performing arts management and philanthropy, including co-director of the National Endowment for the Arts' Advancement Program, Chief Executive of the Bath International Festival of Music & the Arts, England, and Vice President of the National Arts Stabilization Fund.