

A black and white photograph of a man sitting at a table. The table is covered with a large, complex diagram consisting of many interconnected nodes and lines, resembling a network or a flowchart. The man is looking down at the diagram. The text 'Radical Wellbeing' is overlaid in a large, pink, handwritten font. The word 'Wellbeing' is underlined with a pink line.

Radical Wellbeing

**Bespoke wellbeing solutions for
cultural sector organisations**

Graham MacLeod Johnson

THE ARTS ARE UNIQUELY GEARED TOWARDS BURNOUT

The problems in our industry run deep, and represent years of damaging policy and structural indifference.

It's important to take these issues at face value - these aren't personal problems we can fix with a bath and a cup of tea.

Between professional cultures, the burning passion we feel for our work and the inescapable gig economy, **everyone is affected - from CEOs to administrators and front of house staff**, sole traders to huge companies. Nobody gets off easy.

Radical Wellbeing believes that working with care and transparency is inherently radical, and when we listen to the needs of those around us we can make everyone's wellbeing better.

ABOUT GRAHAM

I'm Graham MacLeod Johnson, and I've burnt out more times than I can remember, and avoided burn out twice as many times.

I trained as an illustrator, and after years trying to balance that with retail and admin work to pay rent, I moved to producing - working across theatre, outdoor arts, visual arts and more. I have worked as a producer with Kid Carpet, Trigger, Watershed, Sleepdogs, Tobacco Factory Theatres and more. **I was in Rife Magazine's 30 under 30 2022.**

I made that shift by doing an MFA in Creative Producing, focusing my research on burnout in the cultural sector and its causes after I witnessed more and more people around me on the verge of breaking down.

With this research and funding from Arts Council England, I developed Radical Wellbeing - a consultation practice geared at finding ways for us to work better in a system that's not designed for humans.

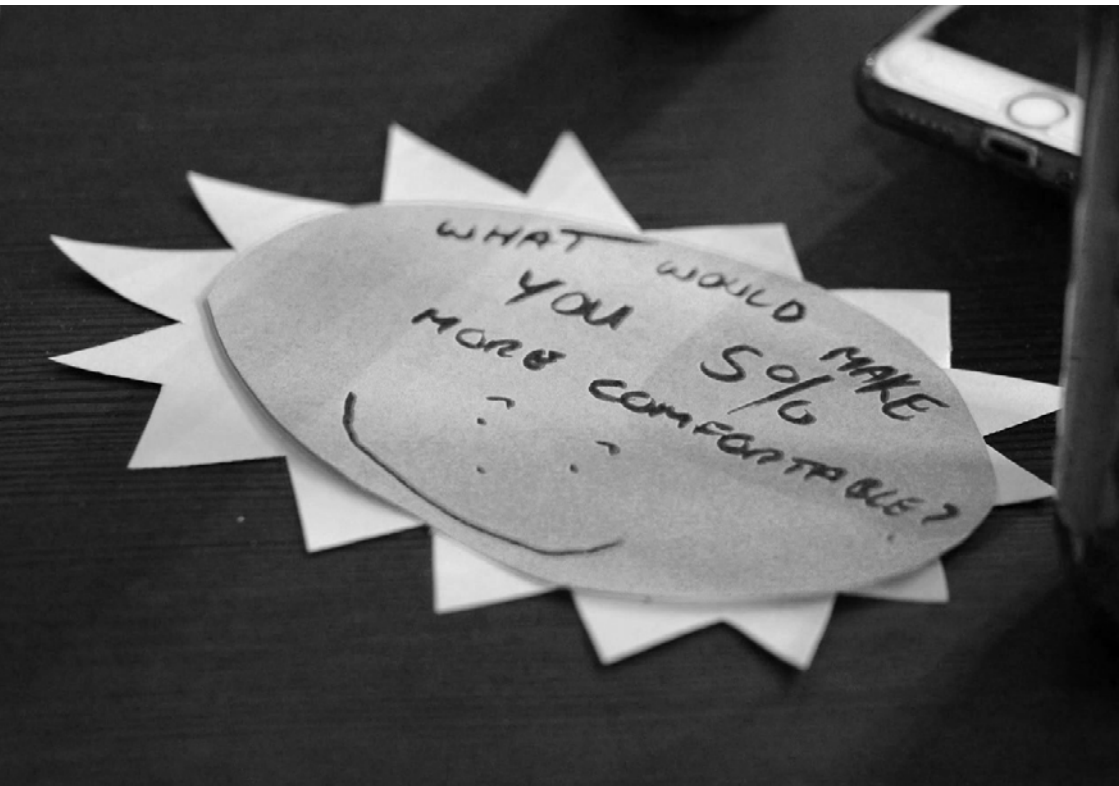
I have worked with National Theatre, Sharp Teeth Theatre, The Bristol Improv Theatre, Bristol Old Vic, Theatre Bristol and many individual artists on improving the wellbeing either within their own teams or in their artist communities.

I AM QUEER AND DISABLED -

YOU CAN READ ABOUT MY ACCESS NEEDS HERE.

Using an access statement was a core inspiration for Radical Wellbeing - I have spent years identifying my needs and finding ways to communicate them, and learning to talk others through the process of identifying their needs has become a specialty of mine.

I can teach broad strategies of self care and supporting colleagues, but **together we can work out how to support your team in the ways they are unique**, and how they can support themselves.



THE SYSTEM IS BROKEN -LET'S FIX IT

The issues that feed into the wellbeing crisis in the sector are enormous and mostly out of our control. **Political goals dating back decades feed into the precarity of short contracts and low rates of pay, and passionate work turns an employee's belief and dedication into their own future burnout.** When the problems are so big, it's easy to lose sight of where change can happen.

Change is scary. It's unpredictable, untested and sounds expensive and time consuming. If it goes wrong, it's hard being the face of that. Often we want to wait until we've designed a perfect solution, even if it takes years. We ignore the damage the current ways of working are doing, because we know we're going to do something eventually.

I can help you find the stepping stones that lead to that finished solution - the little changes that add up to the big change. I'll work with you to find ways that make those changes work for you so they can be exciting, rather than scary.



HOW DOES IT WORK?

Radical Wellbeing is all about the needs of you and your team. As a result, it looks like what you need it to, but it will probably fit into one of the following categories:

- **CONSULTATION**
- **1 - 1 DEVELOPMENT**
- **WORKSHOPS**

CONSULTATION

Whether you have a specific wellbeing problem you want to sort out or you're looking to put processes in place to work well from the start, **consultation is your best bet for finding solutions that work well for your whole team.**

Typically, these consultations look like a day or half a day where I facilitate the team identifying their needs - whether specific to a project or strand of work, or more general day to day workplace needs. Together we'll look at how these needs can be met, and what it means if they can't be met at the moment.

These sessions take place with a representative cross section of the team's hierarchy - **it's important for leaders to take part in these discussions, both to hear the issues their team face and to be transparent about their own issues.**

Where relevant, I will share self care resources and exercises to enable the team to self manage their wellbeing alongside the wider work approached by the consultation.

A consultation will always include some prep time between the team leader and myself, and I will always follow up with recommendations, a visual record of the session and we will discuss if there are other outcomes that will benefit you.

A consultation with me could look like:

- Gathering a small organisation to create a wellbeing plan that actively responds to the needs of the staff, with flexibility for staff turnover.
- Working with the company of a touring production to get to know each other's individual needs ahead of being on the road together.
- Preparing Front Of House staff for working with an audience ahead of an emotionally challenging show
- You tell me - get in touch with what you need and let's make it work for you.



'Graham's workshop was relaxed, accessible and insightful. He was really good at putting us at ease and facilitated some very important conversations that put everyone in the organisation on an equal footing. If you want to engage with wellbeing in a meaningful and realistic way I would heartily recommend booking a session with Graham.'

Caitlin Campbell
Artistic Director 2019-22
Bristol Improv Theatre

AFTERCARE

You might find your consultation opens doors you didn't expect, which lead to places you haven't explored before. **I'll always leave you with recommendations for where to go next** and if you want a more involved process, I am happy to work closely with a smaller team on putting the findings into practice. Aftercare with me might look like creating policy documents, formalising processes or training for staff on how to take the findings of the session forward.

I want to empower you to put the outcomes of your consultation into practice. This can look like giving you all the tools to make the change your team needs, or it can look like taking it out of your hands until all the gears are turning and the system works smoothly. **Let me know what empowerment looks like to you.**



FOR CONSULTATION MY RATES ARE:

Half day: £450 - 600

Full day: £800 - £1200

These rates include:

Communication in the run up to the workshops - 1x 1 hour zoom call, along with open lines of email communication (within reason).

Preparation time to design and make arrangements for your consultation.

A follow up including as relevant: written recommendations, an illustrated record of your session and any resources I can provide.

Additional aftercare is charged at a day rate of £300-500, though this may vary depending on the nature of the work.


1 - 1 DEVELOPMENT

If you're just one person, whether you're a freelancer or within an organisation, you can get some time with me that's dedicated to you.

These sessions will respond to your needs, so the more you tell me in advance the more specific we can get. It might be a full day or it might be an hour - we'll work it out. **We might explore:**

- Identifying your personal needs
- Creating an access statement
- Planning professional growth that won't burn you out
- Why your current ways of working leave you exhausted
- How to survive as an individual in a sector that's designed for organisations

If you're an organisation looking to support artists, I am available to do 1-1 work on your behalf with artists and can discuss a bulk rate for my time.



'I've felt inspired to change the structure of my pitches to include my own self care needs and leaving it opened ended for the people I am applying to.'

Ollie Shiels, Immersive Theatre Maker

FOR 1 - 1 DEVELOPMENT MY RATES ARE:

Half day: £150-300

Full day: £250-600

These rates include:

Communication in the run up to the workshops - 1x 1 hour zoom call, along with open lines of email communication (within reason).

Preparation time to design and make arrangements for your consultation.

A follow up including as relevant: written recommendations, an illustrated record of your session and any resources I can provide.

WORKSHOPS

I offer workshops around specific areas of wellbeing which can be provided to the public, your own artist community or those working within the organisation. While I will happily tailor these workshops to your needs, these are focused on education and learning around the wellbeing context of the sector, alongside how to self manage care within a sector that is working against you.

I have provided workshops on the following topics in the past, and these can be combined to suit your aims.

- **Wellbeing in the rehearsal room**
- **Passionate work**
- **Precarity**
- **Imposter Syndrome**
- **Industry pressures**
- **FOMO**
- **Emotional work**
- **Individual needs**
- **Wellbeing policy creation**
- **Care statement creation**

My rate for workshops varies based on many factors - length of workshop, number of participants, level of interaction, online vs in person. **Please get in touch for a quote based on your specific workshop needs.**

A 2 hour workshop would typically be quoted at £200-500, if this is useful as a starting point.

IN PERSON VS ONLINE

IN PERSON

BEST FOR: CONSULTATION, 1 - 1 IF YOU PREFER A TACTILE FACE TO FACE APPROACH

Working in person allows us to control the space, giving us a chance for people to connect with words, pictures, movement and more. **For some, an in person space is good for opening up and being vulnerable in a way that they can't via webcam.**

This is great when doing the deep work of consultation or 1 - 1 development, and I have a lot of tools for collaborative thinking in this space and building trust. **If you want to take your team on a journey to better wellbeing, this is a good path to take.**

If working in person outside of Bristol, please expect to cover my travel and accommodation - we can discuss how best to make this work.

ONLINE

BEST FOR: WORKSHOPS, 1-1 IF YOU PREFER THE COMFORT OF YOUR OWN SPACE

Working online allows people to join the session from anywhere. This can mean that people otherwise unable to join due to the financial or logistical impact of travel can take part.

The comfort of a familiar space can be really helpful for some people when talking about personal topics such as wellbeing. Depending on the group, this may be more productive, though I aim to make all my facilitation spaces safe for people to share what they need to.

Collaborative thinking can be more challenging in an online space, but it's perfect for an open workshop with a greater focus on learning than planning.

LARGE GROUPS

For large groups, I require an assistant. If sourcing my own assistant, I pay them £200 a day (minimum 1 day). This will be charged in addition to my own fee.

In person the threshold for this is 20+ participants.

Online the threshold is 30+, though tech support (e.g. managing breakout rooms) is always valuable.



THINKING TOGETHER

It's important for us to have a voice in our own care. In most Radical Wellbeing sessions, participants will be invited to contribute to a written record of the day - **ensuring what matters to them is carried forward.**

As part of my follow up work, **I add illustrations to these words, creating a reminder that participants want to refer back to,** rather than a list of words they can forget.



'One attendee mentioned that they'll be printing the record off to stick above their desk as a reminder for when things get too foggy. I definitely feel the same way (and might do it too!)

Elinor Lower
Interim Assistant Producer
Bristol Old Vic

BY WORKING WITH ME YOU ARE AGREEING:

- That change is possible
- That the status quo no longer serves you or your organisation
- To listen, learn and take action
- To be honest and transparent
- That you might find out some difficult things in doing this work
- To design a world that puts people before process
- That this may take time and commitment

YOU'RE AGREEING THAT THE SYSTEM IS BROKEN -

SO LET'S FIX IT.

If you can agree to that, send me an email at g.johnson.rsn@gmail.com and let's work out what fixing it looks like.

