



FACE

WebQuest 15

March 2024

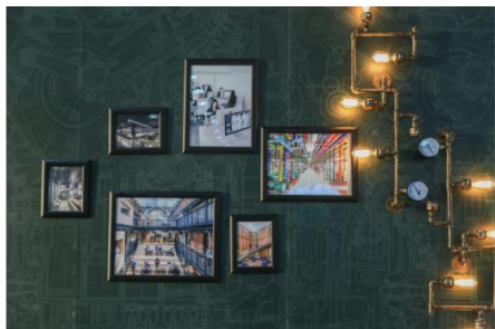
IDEC S.A.

FOSTERING AWARENESS
CULTURAL



ON YOUTH
ENTREPRENEURSHIP

Promoting Cultural Welfare in Creative Enterprises



[Download the Webquest in a pdf](#)



SKILLS

Ethical and Sustainable Thinking, Self-awareness and self-efficacy, Coping with ambiguity, uncertainty & risk



MODULE

Cultural Welfare



TIME FRAME

60-120 minutes



FACILITATION LEVEL

Advanced

This WebQuest addresses the development and implementation of cultural welfare policies within cultural organizations. It guides participants through analyzing the welfare needs of a cultural enterprise, drafting a comprehensive welfare policy, creating an implementation plan, and establishing evaluation metrics. The task also involves analyzing a case study of a successful cultural organization that implements welfare practices effectively.



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Introduction



Welcome to "Promoting Cultural Welfare in Creative Enterprises," a WebQuest that delves into the heart of ethical and sustainable practices in the cultural sector. In this journey, you are not just a participant but a change-maker, tasked with weaving the fabric of cultural welfare into the operational tapestry of a cultural enterprise.

This WebQuest will guide you through the intricate balance of maintaining ethical integrity while fostering a nurturing environment for creativity and innovation. You will explore the principles of cultural welfare, understand its critical role in the sustainability of cultural organizations, and learn how to implement these practices effectively.

From absorbing knowledge about global welfare standards to drafting a comprehensive welfare policy, this journey is an enlightening path towards creating a cultural enterprise that thrives on ethical principles and cares for its most valuable asset – its people. Engage with a rich array of resources that will challenge your thinking, enhance your understanding, and empower you to be a proponent of cultural welfare in the entrepreneurial landscape.



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Learning objectives

- 1. Foundational Understanding of Cultural Welfare:** Develop a deep understanding of what cultural welfare entails and its critical importance in the sustainability and ethical functioning of cultural enterprises.
- 2. Integration of Ethical Practices in Cultural Entrepreneurship:** Learn about various ethical practices that can be integrated into the cultural sector, emphasizing respect, diversity, and inclusivity.
- 3. Strategies for Promoting Welfare within Cultural Organizations:** Identify and understand different strategies that can be employed to promote cultural welfare within an organization, focusing on both the wellbeing of individuals and the collective culture.
- 4. Development of a Cultural Welfare Action Plan:** Gain skills in creating an actionable plan to implement cultural welfare practices, including setting clear objectives, strategies, and evaluation methods.
- 5. Adapting Welfare Practices to Different Cultural Contexts:** Understand how to adapt cultural welfare practices to suit different organizational cultures and contexts, recognizing the diverse nature of the cultural sector.

Task



Develop a cultural welfare policy for a hypothetical cultural enterprise, addressing key welfare issues relevant to the sector.



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Process

In order to create a Cultural Welfare Policy for a Cultural Organization, follow this steps:

- 1. Analysis of Cultural Welfare Needs:** Take a look at the definition of a cultural organization and analyze the specific welfare needs relevant to this kind of institution. Consider aspects such as work-life balance, diversity and inclusion, mental health, and ethical practices.
- 2. Drafting the Policy:** Using the insights from your analysis, draft a comprehensive cultural welfare policy. Ensure it covers key areas like employee wellbeing, ethical practices, sustainability, and cultural inclusivity.
- 3. Implementation Plan:** Develop a realistic plan on the website Notion for implementing this policy within the organization. This should include steps for introducing the policy, training staff, and monitoring its effectiveness.
- 4. Evaluation Metrics:** Outline key metrics and methods for evaluating the impact of the welfare policy on the organization's culture and employee satisfaction.
- 5. Case Study Analysis:** Select and analyze a case study of the Seoul Arts Center organization which successfully implemented cultural welfare practices. Discuss what can be learned and potentially applied to other cultural settings.

Tip : Each of these tasks requires learners to engage deeply with the subject matter, apply critical

thinking, and develop practical outputs that mirror real-world professional activities in the

Conclusion

You've reached the end of the "Promoting Cultural Welfare in Creative Enterprises" WebQuest, and it's time to reflect on your journey. The cultural welfare policy you've developed is not just a document; it's a commitment to ethical, sustainable, and inclusive practices within the cultural sector. Implementing this policy will contribute to a positive and nurturing work environment, fostering creativity and innovation.

The process of crafting and planning to implement a cultural welfare policy highlights your role as a responsible cultural entrepreneur or manager. It's a testament to your dedication to promoting a healthy, ethical, and inclusive cultural sector. Keep this policy as a guiding principle in your professional endeavors, and remember that cultural welfare is an ever-evolving field that requires continuous learning and adaptation.



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Self - Evaluation

1) When crafting a Cultural Welfare Action Plan, what should be the main concern?

- A. Implementing a standardized plan across all cultural organizations.
- B. Developing clear objectives, strategies, and evaluation methods specific to the organization.
- C. Focusing solely on individual employee needs and preferences.
- D. Prioritizing cost-effectiveness over the long-term benefits of the plan.

2) When evaluating the impact of a cultural welfare policy, which of the following should you take into consideration?

- A. The number of awards the organization receives.
- B. Employee surveys and feedback related to well-being and satisfaction.
- C. Changes in the organization's logo and branding.
- D. The number of new artistic productions launched annually.

3) What ethical consideration might arise when developing and implementing a cultural welfare policy?

- A. Ensuring the policy provides equal benefits to all employees, regardless of their personal preferences.
- B. Balancing the organization's financial resources with the need for comprehensive welfare initiatives.
- C. Requiring employees to participate in specific cultural activities as part of the policy.
- D. Granting special privileges to senior staff within the cultural welfare framework.

Correct answers: B, B, B



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Resources

Click each section below to see all resources available

Websites

- What is a cultural institution?
<https://www.linkedin.com/pulse/what-cultural-institution-maja-maletkovic>
- Learn to create an effective implementation plan for your team :
<https://www.notion.so/blog/implementation-plan>
- Culture and Art Education to Promote Cultural Welfare in Civil Society :
<https://www.mdpi.com/2076-0760/8/12/322>



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