



## Case Study

Dream Arts is a youth arts charity which works with young people who are at risk and face many difficulties growing up in the inner city. Through Dream Arts award-winning creative and therapeutic projects 400 young people each year become motivated, build resilience and are able to take on challenges they face as they reach adulthood.

Dream Arts were looking for a new Chair of Trustees to lead it into its next phase of development and had tried to identify a suitable candidate themselves by using pan-London volunteering networks but without success. *"It was by a chance and unplanned meeting between a Trustee of Dream Arts and First Flight Non-Executive Directors Ltd Managing Director Chris Spencer-Phillips that has had a highly successful outcome for Dream Arts"* said John Hyatt, Trustee and Treasurer of Dream Arts.

John Hyatt, Trustee of Dream Arts, was initially reluctant to use First Flight's services as he didn't think Dream Arts could afford to use a recruitment agency or that First Flight would have access to an appropriate range of candidates for a Charity that has limited resources and offering an unremunerated position.

Graham goes on to say however that *"On meeting with Chris Spencer-Phillips we were immediately and understandably drawn to their approach and the great sensitivity they showed on the question of fees and were never less than confident that suitable candidates could be found. They were right."*

Six candidates were long listed and recommended by First Flight and both Graham and John chose three of whom they wanted to interview. *"We were delighted to shortlist three very strong candidates for interview"* said Graham. These candidates were interviewed and then reduced to two candidates and a further a meeting arranged with the Dream Arts Management. Graham Whitlock went on to say *"The shortlisted candidates had successful commercial and professional backgrounds that we as a relatively small and geographically localised charity would not otherwise have found"*

The second meetings led to an offer to take the Chair role being made to Nicholas Deeming. Dream Arts are confident that First Flight have found the right person for the role and that Nicholas has already made an impact on staff, Trustees and members of Dream Arts. Nicholas brings with him a wealth of experience, mainly from his roles at BOC Group, Christies and PPP Healthcare. John Hyatt says *"I hope Nicholas will enjoy leading Dream Arts in the next few years of its development and that the results will be seen in the outcomes for young people that benefit from taking part in our programmes."*

Graham Whitlock, CEO of Dream Arts finished by saying that *"Working with First Flight has been straight forward and has enabled us to find the right person to lead us into our next phase of success."*

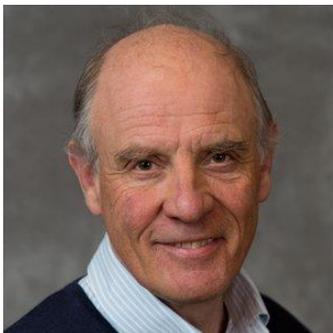
[www.NonExecDirector.co.uk](http://www.NonExecDirector.co.uk)

### About Dream Arts

- Small London based charity
- Use arts to help young people
- Over 400 young people each year helped by Dream Arts



Graham Whitlock, CEO



John Hyatt, Trustee and Treasurer



Nicholas Deeming, Appointed Chairman

### About First Flight

- Chair and NED recruitment specialists
- Widest choice of high-calibre Chair and NED candidates
- Affordable, success-linked fees