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LEADERSHIP PHILOSOPHY

My leadership philosophy, grounded in liberation principles and strategies, centers on fostering an environment of empowerment, belonging, and collaboration. Effective leadership empowers collaborative partners to reach their full potential, cultivating a culture where every voice is valued, every perspective is respected, and every individual feels a sense of belonging.

Collaborative Decision-Making:

As a theatre artist, I am well-versed in the power of collaboration and shared decision-making. As a leader, I prioritize open communication, transparency, and consensus-building. I actively seek input from team members, stakeholders, and community constituents, recognizing that diverse perspectives lead to more innovative solutions and better outcomes. As a Co-chair of the Performing Arts Department at Marlborough, we fostered a culture of collaboration through weekly department meetings, where faculty members co-created the agenda, engaged fully, learned from each other, and contributed their unique strengths to our collective goals.

Equity and Belonging

As an educational leader, I have a proven track record of creating systems and structures that actively dismantle barriers to access and opportunity. During my tenure at Marlborough, I served for 11 years on the Diversity, Equity, and Inclusion Committee. Together, we successfully changed the practices and policies governing the acceptance and retention of transgender and gender-fluid students, crafted new hiring practices to ensure the recruitment and retention of a more diverse faculty and staff, incentivized equity training for all faculty, and created a framework to support student affinity groups. As Co-chair of the Performing Arts Department, my fellow Head and I diversified our choice of guest artists, encouraged department members to increase their cultural competency through professional development programs, and worked to create program offerings that widened the department's appeal and more accurately reflected the school community.

Continuous Learning and Growth:

Leadership is an ongoing journey of learning and growth. I am dedicated to receiving constructive feedback, taking time to self-reflect, and iterating for continuous improvement. To that end, I organize post-mortems to actively seek feedback from creative collaborators. I regard student and faculty evaluations as a valuable way to reflect on both my successes and failures as a leader. And because I recognize that leadership is not static but requires adaptability, resilience, and a willingness to learn from others, I regularly engage in professional development opportunities such as the six-month Embodied Social Justice Certificate and Intimacy Directors and Choreographers' Consent Forward Artist programs. These trainings have reinforced my understanding that as a leader, my decisions and actions impact individuals, communities, and society as a whole. Therefore I consistently work to leverage my position and influence, advocating for positive change, challenging injustice, and contributing to a more equitable and sustainable world.

Working to create and support structures that interrupt systemic oppression within learning environments is a prime directive for me as an educator and as a leader. By embracing principles of collaboration, belonging, and continuous growth, I aim to inspire and empower others to reach their full potential while working towards a more just and equitable future for all.