

# CareersToday

## MYJOB ART CONSULTANT



### CURRICULUM VITAE

**Name:** Josine Croin  
**Age:** 54  
**Nationality:** Dutch  
**Training:** A Bachelor's Degree from the Royal Academy in The Hague, a Master's from the Academy of Art in Vietnam and a diploma in antique building restoration from a Parisian restoration guild.  
**Experience:** Decades of experience as a prize-winning sculptor and active member of the art world.

There's an empty space on the kitchen wall and – for the life of you – you can't work out whether to fill it with a Monet, a Miro or a Magritte.

This could be a job for Josine Croin. The Dutch art buff prides herself on being able to find the right work of art to hang in even the most complicated crevice.

"There was one client who had a wall that was built in a strange, curvy shape and he was finding it impossible to find anything that would fit," says Croin.

"In the end, we enlisted the help of a carpenter who built a wooden frame that fitted with the contours of the wall. That was the only way we could get a painting to fit."

Choosing art works for private individuals and large corporations is a tricky business that must be carefully considered before you begin says Croin, the owner of Art-Acquire ([www.art-acquire.com](http://www.art-acquire.com)).

"It is about the image that you present," she says.

"What do you do when you walk into somebody's house? You look around at the furniture, the decorations and what is on the walls so that you can understand that person."

"That is why it is important to send out the right message about yourself. It is the same with companies. A young and trendy company might want to have very modern art decorating the office. If it were a more traditional lawyer's office, however, I would be looking at selecting more classical pieces."

She says she joined the profession after working as an artist. The diplomat's daughter works on commission so her income fluctuates – pocketing thousands of dirhams one month and making nothing the next.

"If a young person wants to get into the business, they really need to be a part of the art world," she says. "Study art, or history of art, and spend time training and understanding artistic techniques."

### PROS

- ✓ Working in a creative environment
- ✓ The satisfaction of pulling off a major art sale
- ✓ Helping to improve the living and working conditions of clients

### CONS

- ✗ Big deals can fall through at the last minute
- ✗ Commission-based salaries are unreliable
- ✗ The art world has its fair share of charlatans



■ Josine Croin poses in front of a digital print called City of Wonders at the Art-Acquire Exhibition at Mina Al Salam Hotel in Madinat Jumeirah, Dubai, last week  
DENNIS B MALLARI

## HOW TO... SUCCEED AT BEING A TEAM PLAYER

The careers experts from the Middle

One of the key requirements to succeed in most jobs is being an effective team player. What defines someone who contributes to the team's success? Below we have identified 13 key attributes that single out those people who can tap into the dynamics of a team to achieve the best results.

### 1 Identify your common goal

Team players are skilled at working with others with the intention of achieving a common goal. They pitch in where required, respond to requests for assistance, contribute their own ideas and

viewpoints, add positively to the group dynamic, make an effort to understand conflicting viewpoints and agendas and try to lift the team's spirit. They understand that the group effort may be better than the sum of its parts.

### 2 Take responsibility for your own contribution

For the team to be successful each member must take personal responsibility for their actions, decisions and viewpoints. Being proactive means taking the initiative to discuss problems, participating in offering and discussing creative

solutions, and pitching in to work on specific tasks that contribute to the group effort.

### 3 Stay flexible enough to embrace change

Team members are often agents of change and must have an open mind, creativity and a willingness to analyse, engineer and embrace that change. Successful team members do not cling stubbornly to outdated stances if the team has proven them unjustifiable. The most adaptable employees are emotionally secure enough not to feel threatened by alternate views.

### 4 When the going gets tough, the tough don't get going

Successful team members do not throw in the towel when the going gets tough nor do they waver or show signs of abandoning the effort. Committed team members show up to work and meetings on time, work hard, display responsibility, exhibit they are in it for the long haul and demonstrate they are truly concerned about the job at hand and the team as a whole.

### 5 Treat others as you would like to be treated

Team players exhibit the golden rule

– they treat others as they themselves would like to be treated and display the utmost respect for all other team members at all times, regardless of differences. Team players respect differences, are open to ideas that are not their own and try to understand and accommodate other viewpoints in a professional and courteous manner.

### 6 Be a good listener

Strong team members listen attentively and with genuine interest to others on the team, with the intention of truly understanding different viewpoints, not with a

fake interest or the egocentric intent to simply move on to their own agenda.

### 7 Feel at ease with your own point of view

Effective communication in a team setting means the confidence to put your point across in a clear, concise manner that displays utmost respect for the group. Good communicators can talk confidently and with ease to people across the organisation regardless of rank or seniority and are not afraid to put their point across or discuss issues pertinent to the job openly and constructively.

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## SMART MOVES



Education guru **Waleed Jameel**, from Dubai's GAC Corporate Academy, explains how you can become a hot commodity on the UAE job market.

## Take action and get great results

When you ask adults to recall their educational experiences, most will tell you what an incredible time college life was.

But they are not referring to the academia part, but rather to the life-learning activities, rituals and procedures in which they participated daily.

Why is it that you pay thousands of dirhams per semester for an excellent education, yet when you look back years later, you remember not the powerful resources or the highly qualified lecturers, but the experience you had building homes for the poor? This is because much of learning

Most classes, lectures and training sessions tend to focus too much on lecturing and trying to impart all knowledge from the expert to the audience. Quick, there's no time!

Speak, speak and speak some more, show some graphs, charts, throw in a table of values, explain that all this is the result of incredible research and theories and that it can be of incredible benefit to us all now.

That's great. So great, in fact, that when you walk out of that lecture hall, you can remember less than 10 per cent of what was said.

Your speaker's information highway turned into an information pile-up.

You've faced this situation as a student, so how do you avoid it as a teacher? You answer you're not a teacher.

But in real life, everyone has taught someone how to do something. That secretary

who kept sending e-mails out the wrong way? You corrected her, did you not? And when a new team member in your office asked you to show him or her the ropes, didn't you try? You were teaching, and hopefully, instead of simply telling them how to do things, you showed them and then guided them through it.

If you find yourself telling a subordinate, or even a child, the same thing over and over, and they say they understand, but come back to you with the wrong results, try walking them through the process.

It may seem like more work, but in the long run, properly teaching once is better than

times. Teaching them the skill instead of just telling them what to do dramatically raises their chances of success in the task as well as boosting their confidence. If you show them, and they get it right, it saves them the embarrassment of doing it wrong 10 times first.

"Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime."

This old proverb proves very true, and current educational research seems to demonstrate just that. If you like, I can show you the results in a colour-coded Excel spreadsheet with matching research thesis and accompanying two-hour lecture on which you have to take notes.

But better yet, why don't you try it yourself and share the results with me. Your learning experiences trump research any day.

East's leading job site [www.bayt.com](http://www.bayt.com) provide weekly tips on how to steer your career



### 8 Be someone others can rely upon

Effective team players can be relied on to complete tasks allotted to them in the proper manner, to arrive at meetings on time, pull their weight in active debates and discussions and contribute positively and meaningfully at all times to the team effort. These team members always have the welfare of the group in mind.

### 9 Keen players keep up morale

To lift the spirits of the team and increase the energy level and productivity, every team needs its

members to be keen and enthusiastic. Genuine enthusiasm in a job well done is contagious and very soon manifests itself in the group as a whole working better.

### 10 Deal in solutions, not problems

Effective team members are solution-oriented and approach problem-solving in a constructive, efficient and creative manner that carefully weighs the pros and cons of alternative solutions.

They then seek to identify the best, most profitable, cheapest and appropriate solutions.

### 11 Be prepared

Effective team members are always prepared. They do not come to meetings without sufficient preparation to take part fully and constructively in the group discussions. They do their homework, complete the work assigned to them to the required standards and arrive at meetings open to share their results.

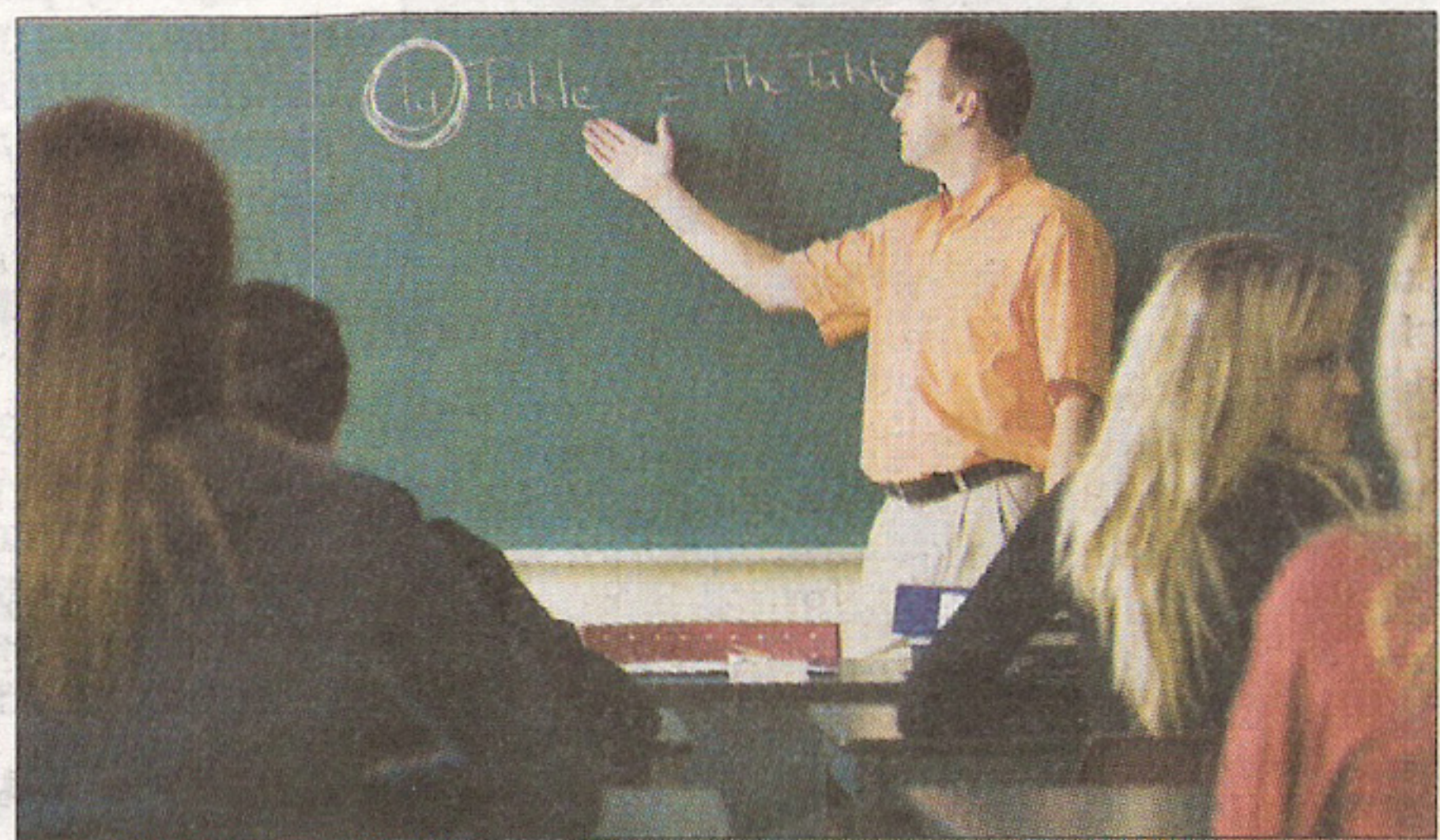
### 12 Keep moving ahead to get nearer your goal

Effective team members are steadfast and tenacious in pursuing the team's goals, regardless of the

hurdles they face. They work hard to overcome any obstacles – no matter what they are. They do not allow anything to come in the way of accomplishing their mission and are skilled at tapping into the combined strength of the team.

### 13 Giving credit where credit's due

For a team to succeed, individual team members must be supportive of each other. Lack of trust, selfishness and big egos create a tension that impedes problem-solving. Members must be ready to give credit where credit is due.



■ Practical lessons are better than just theories

ET FILE

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