

# Arts Leadership Program 2023

Adelaide  
Festival  
Centre



50  
Years



This is Kurna Yarta

Adelaide Festival Centre sits on the banks  
of the Karrawirra Parri, on Kurna Yarta.

Kurna People have been performing and sharing  
the stories of Kurna Yarta since time immemorial.

We respectfully acknowledge the Kurna people, their  
Elders, Ancestors and enduring connection to the lands,  
waters, and skies of the Adelaide Plains.

## Welcome

### Richard Ryan AO

I am delighted to support this creative leadership program as devised and presented by Adelaide Festival Centre in association with Flinders University and The Leaders Institute of South Australia.

In a recent UNESCO and Ernst & Young study on worldwide creative industries, Asia Pacific was identified as the most active region globally, in terms of jobs, investment and output. We are talking millions of jobs and billions of dollars of investment. It is well acknowledged that creative arts and industries have a key role in positive relations and understanding across Asia Pacific and a harmonious multi-cultural community at home in Australia.

Leadership in this field, as in others, requires the identification and nurturing of young talent – and this is what this course is intended to do. It has attracted many applications and participants from across Asia Pacific, as well as from regional and urban Australia (from every state and territory), as well as New Zealand.

There has been a great interest in this initiative and we hope to make it an annual event with national and international focus and participation.

We are confident that the first participants who join us this year, will be the nucleus of an Alumni leadership group that will become a potent force in diversifying and growing the creative arts and industries in Asia Pacific for many years to come.

I trust you will enjoy your time with us, and take away from it inspiration and friendships that will last a lifetime.

### Douglas Gautier AM CEO & Artistic Director – Adelaide Festival Centre

Welcome to the inaugural Arts Leadership Program, supported by Richard Ryan AO and presented by Adelaide Festival Centre, Flinders University, and the Leaders Institute of South Australia. In the 50th year of Adelaide Festival Centre we look to a bright future for our sector. We are delighted to welcome you, as young and aspiring arts leaders, to this unique program.

Over the next four days, experts from across the creative sector will share their insights on the most pressing issues facing the future of our industry and hopefully inspire the next generation of leaders – you. We hope you have arrived energised and eager to delve into the course and use this as an opportunity to network with peers and industry leaders. We hope you will leave this program with new ideas, renewed motivation, and inspiration to take back to your organisations. We hope this course will serve you well throughout your careers.

We are excited to have you here on Karna Land, as our venues and the riverbank precinct host the action and excitement of OzAsia Festival. We look forward to sharing the programs of this festival with you.

We extend our sincere gratitude to Richard Ryan AO and all our partners and donors who made this program possible.

Best wishes for your future endeavours and we hope to welcome you back to Adelaide Festival Centre very soon.

## 2023 Participants

### Alex Owens

Melbourne Recital Centre

### Amy Hyde

HOTA, Home of the Arts

### Cassie Magin

Vitalstatistix Incorporated

### Cheung Sau Kwan (Yuko)

West Kowloon Cultural District Authority

### Danielle Sherman

Adelaide Festival Centre

### Emma Bargery

MPC Adelaide, Technicolor Studios

### Emma Winestone

Sydney Symphony Orchestra

### Georgia Stanley

Slingsby

### Haneen Martin

Independent

### Jacob Ridgeway

The University of Newcastle

### Jana Drummond

Windmill Theatre Company

### Josh Trevorrow

Country Arts SA

### Khairina Khalid

Teater Ekamatra

### Laura Smans

Adelaide Festival Centre

### Rachel Yan Ling Lim

The Esplanade Co Ltd, Singapore

### Rebecca Fitzgerald

Adelaide Festival Centre

### Samantha Jones

Belvoir St Theatre

### Sara Zuidland

Adelaide Festival Centre

### Zhamanta Angelique Kyle Pescadero

Cultural Center Of The Philippines

Mon

23

Oct

Tue

24

Oct

9.30am

**Morning Arrival – Registration**

10am

**Welcome to Country**

Kuma Kaaru - Jack Buckskin

10.15 – 10.30am

**Welcome to Adelaide Festival Centre**

Richard Ryan AO & Douglas Gautier AM

10.30 – 11am

**Morning Tea**

11am – 12pm

**Introductions**

Christie Anthoney

Adelaide Festival Centre

12 – 1pm

**Lunch**

1 – 2pm

**What is Value Anyway?**

Assoc Prof Tully Barnett

Flinders University

2 – 2.30pm

**Afternoon Break**

2.30 – 3.30pm

**Building Cultural Infrastructure -**

**Her Majesty's Theatre**

Adam Hannon – COX Architecture

3.30 – 3.45pm

**Afternoon Break**

4 – 5pm

**Adelaide Festival Centre Tour**

Nathan Luscombe

Adelaide Festival Centre

9 – 10.30am

**Governors Leadership Foundation**

**Habits of High Functioning Leaders -**

**Being in Role**

Dr John Wood

Leadership Solutions Global

10.30 – 10.45am

**Morning Tea**

10.45am – 12.30pm

**Governors Leadership Foundation**

**Meaning Making and Lessons From**

**Experience - High Functioning**

**Leadership**

Dr John Wood

Leadership Solutions Global

12.30 – 1.15pm

**Lunch**

1.15 – 3pm

**Governors Leadership Foundation**

**One Big Thing - Unlocking Your Potential**

Dr John Wood

Leadership Solutions Global

3 – 3.15pm

**Afternoon Break**

3.15 – 4.30pm

**Governors Leadership Foundation**

**One Big Thing - Unlocking Your**

**Potential cont.**

Dr John Wood

Leadership Solutions Global

Wed

25

Oct

Thu

26

Oct

9am

**Morning Arrival**

9.30 – 10.30am

**Standing Up for Culture**

Justyna Jochym

Festival City Adelaide

10.30 – 11am

**Morning Tea**

11am – 12pm

**Leadership in Action**

David Panter

MINDA Incorporated

12 – 1pm

**Lunch**

1 – 2pm

**Working with Creative People**

Susannah Sweeney

Adelaide Festival Centre

2 – 2.30pm

**Afternoon Break**

2.30 – 3.30pm

**OzAsia Festival Programming**

Joon Kwok

Adelaide Festival Centre

3.30 – 3.45pm

**Afternoon Break**

3.45 – 5pm

**Reflective Activity**

Christie Anthoney

Adelaide Festival Centre

7 – 8pm Optional Evening Event

**I Swallowed a Moon Made of Iron**

**OzAsia Festival Performance**

Dunstan Playhouse

Adelaide Festival Centre

9am

**Morning Arrival**

9.30 – 10.30am

**Language Models and AI**

Anton Andreacchio

Convergen

10.30 – 11am

**Morning Tea**

11am – 12pm

**Audiences - What Can Sport**

**Teach the Arts?**

Kristen Eckhardt

Port Adelaide Football Club

12 – 1pm

**Lunch**

1 – 2pm

**How Does The Finance Stack Up?**

Douglas Gautier

Adelaide Festival Centre

2 – 2.30pm

**Afternoon Break**

2.30 – 3.30pm

**The Group Challenge**

Christie Anthoney

Adelaide Festival Centre

3.30 – 3.45pm

**Afternoon Break**

3.45 – 4.15pm

**Program Reflections**

Christie Anthoney

Adelaide Festival Centre

4.30 – 6pm

**Arts Leadership Program Celebration**

Sake Bar at Lucky Dumpling Market

# Assessments

All participants who successfully complete the Arts Leadership Program assessments will receive a Flinders University micro-credential.

## Assessment One

### Goals and Expectations Document

Please prepare a brief set of goals and expectations you have for the Arts Leadership Program. What do you want to achieve through the program, and what you would like the program to equip you with once complete?

Approximately 200-300 words.

We will discuss these in the first session after the Welcome to Country.

Monday 23 October 2023

## Assessment Two

### Your Leadership Journey Day Two – Preparation

For our morning session you will need to think of a recent and powerful leadership experience (good or bad). Briefly describe it (no more than a paragraph or two) and then reflect on what you learnt from this experience. How did the experience change you as a leader (write as much as you feel you need to write)? Be prepared to share this on the day.

Minimum 200 words, shared orally and discussed in session.

Tuesday 24 October 2023

For the afternoon session please give some thought to your biggest leadership challenge - something that you find tough to do such as having tough conversations, meeting high risk work challenges, being open and authentic, delegating and so on. This challenge must be about you, specifically. We are going to go deeper into understanding what holds you back in the face of these challenges in order to realise more of your potential.

Oral discussion, minimum 2-minute discussion in session.

Tuesday 24 October 2023

## Assessment Three

### Group Problem Solving Practical

Choose an organisational issue that you are facing or can imagine is problematic within an arts organisation. Bring this with you and be prepared to share this with the group for a problem solving practical.

This is a written shared problem solving exercise, in session.

Thursday 26 October 2023

## Assessment Four

### Participation

Participation in each of the four days will also be assessed to achieve the Flinders University micro-credential.

Monday 23 to Thursday 26 October 2023

# Presenters



**Assoc Prof  
Tully Barnett**  
Flinders University



Tully Barnett is Associate Professor in Creative Industries at Flinders University and Director of Assemblage Centre for Creative Arts. Her teaching and research focus on cultural policy, cultural value and evaluation. She is co-author of *What Matters? Talking Value in Australian Culture* (2018). She is a founding member of the Reset Arts and Culture team.

Mon 23 Oct  
1 – 2pm  
**What is Value Anyway?**



**Adam  
Hannon**  
COX Architecture



Adam joined COX Architecture in 2002 and was appointed Director in 2017. He is regarded as a senior thought leader both in the design of contemporary learning environments and in sports architecture. Adam's leadership can be attributed to his focus on collaborative working, which has allowed him to achieve the design and delivery of high quality, innovative built form. Adam was the Lead Architect for the Adelaide Oval Redevelopment, and Design Director for the award-winning Adelaide Botanic High School. Working with his client's aspirations and contemporary architecture in mind, he is regarded as an architect who creates spaces that enrich culture, diversity and civic life within progressive and sustainable environments.

Mon 23 Oct  
2.30 – 3.30pm  
**Building Cultural  
Infrastructure -  
Her Majesty's Theatre**



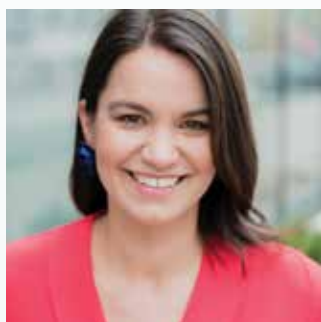
**Dr John  
Wood**  
Leadership Solutions Global



Dr John Wood has been a psychologist working in the corporate and not for profit sectors for 30+ years, and an executive/line manager and board member. He has expertise in the field of personal change and transformation, adult development and leadership, 360 degree assessment, feedback and developmental coaching, and the design and facilitation of innovative leadership development programs. John is considered a pioneer in the fields of 360 feedback, mindfulness as applied to personal growth and adult development. John also specialises in team development and dynamics and is a highly regarded executive coach.

Tue 24 Oct  
**Multiple Sessions**

# Presenters



**Justyna Jochym**  
Festival City Adelaide



Justyna Jochym is the Chief Executive of Festival City Adelaide (FCA) – the peak body for South Australia’s festivals and events – which works to ensure that Adelaide is nationally and internationally recognised as Australia’s Festival Capital, delivering the world’s best festival experience.

Justyna is a board member of the South Australian Tourism Commission as well as the Tourism Industry Council SA (TICSA). In the past, she has served as chair of Writers SA and deputy chair of the Arts Industry Council SA (AICSA) executive committee.

Wed 25 Oct  
9.30 – 10.30am  
Standing Up for Culture



**David Panter**  
MINDA Incorporated



Originally a psychologist David has worked in health and social care for over 43 years, half of which has been as a Chief Executive. Starting his career in the UK’s National Health Service, he served across various healthcare sectors and later led Brighton & Hove City Council. In 2004, David took on South Australia’s public health system, leading reforms and establishing the new Royal Adelaide Hospital. From 2015 to 2022, he transformed ECH into South Australia’s primary provider of affordable housing and home care for older adults. In January 2022, he became Chief Executive at MINDA, South Australia’s largest service provider for those with intellectual disabilities. His career showcases his ability to create and rejuvenate service organizations, always dedicated to delivering quality and value.

Wed 25 Oct  
11am – 12pm  
Leadership in Action



**Susannah Sweeney**  
Adelaide Festival Centre



Susannah is Head of Public Programming at Adelaide Festival Centre. Across her career Susannah has worked extensively as a programmer, producer, facilitator, administrator, marketer, and agent in many realms of the arts industry including music, film, theatre, dance and festivals. Susannah’s driving passion is to provide intriguing, high quality, low cost arts experiences for people, particularly those who might not otherwise have access to arts experiences.

Wed 25 Oct  
1 – 2pm  
Working with Creative People





## Joon Kwok

Adelaide Festival Centre

Joon is the Executive Producer of OzAsia Festival. She is a creative producer and arts manager with over 20 years experience working in the Arts and Creative Industries, with a focus on presenting, celebrating and supporting Asian-Australian artists, culture and communities. She has expertise in festivals/events, creative placemaking, community-engaged practice, cultural diversity initiatives and artist and sector development.

Wed 25 Oct  
2.30 – 3.30pm  
OzAsia Festival  
Programming



## Anton Andreacchio

Convergen

Anton Andreacchio is the founder of Creative Industries companies Convergen, Jumpgate and Artisan Post Group; working across a range of industries from film to football.

Anton's background is in applied mathematics, he is the chair of the Adelaide Film Festival, and sits on the board of the Adelaide Symphony Orchestra and ACE.

Thu 26 Oct  
9.30 – 10.30am  
Language Models and AI



## Kristen Eckhardt

Port Adelaide Football Club

Contributing close to 20 years of strategic marketing experience, Kristen joined Port Adelaide Football Club in early 2023 as their Chief Marketing Officer with a focus on growing and diversifying audiences. Before moving into sports marketing, Kristen worked primarily in the cultural sector, moving to Adelaide in 2018 to become Director Marketing and Customer Experience for Adelaide Festival Centre. During her career in Melbourne, Kristen led marketing teams and campaigns at Victoria's three flagship cultural organisations, National Gallery of Victoria, ACMI, and Arts Centre Melbourne.

Thu 26 Oct  
11am – 12pm  
Audiences - What Can  
Sport Teach the Arts?



## Christie Anthoney

Adelaide Festival Centre

Christie is an experienced arts leader who works in the festivals, education, and arts sector. She has experience in senior management, artistic direction, public policy development, event delivery and strategic solutions. She has a strong commitment to social outcomes that progress creativity, support artists and generate wealth. Through years of working around the world with experienced professionals in many fields, Christie has built a vast network.

Multiple Sessions

# Acknowledgments

We would like to thank and acknowledge Richard Ryan AO who instigated Adelaide Festival Centre's Arts Leadership Program. His contribution and drive to support arts industry workers across Australia, New Zealand, and Asia become the best leaders for the future prosperity and longevity of the industry has been exceptional.

We would also like to thank Flinders University for working with us to provide a micro-credential to successful participants, and the Leaders Institute of South Australia for their expertise unlocking leadership potential within individuals.



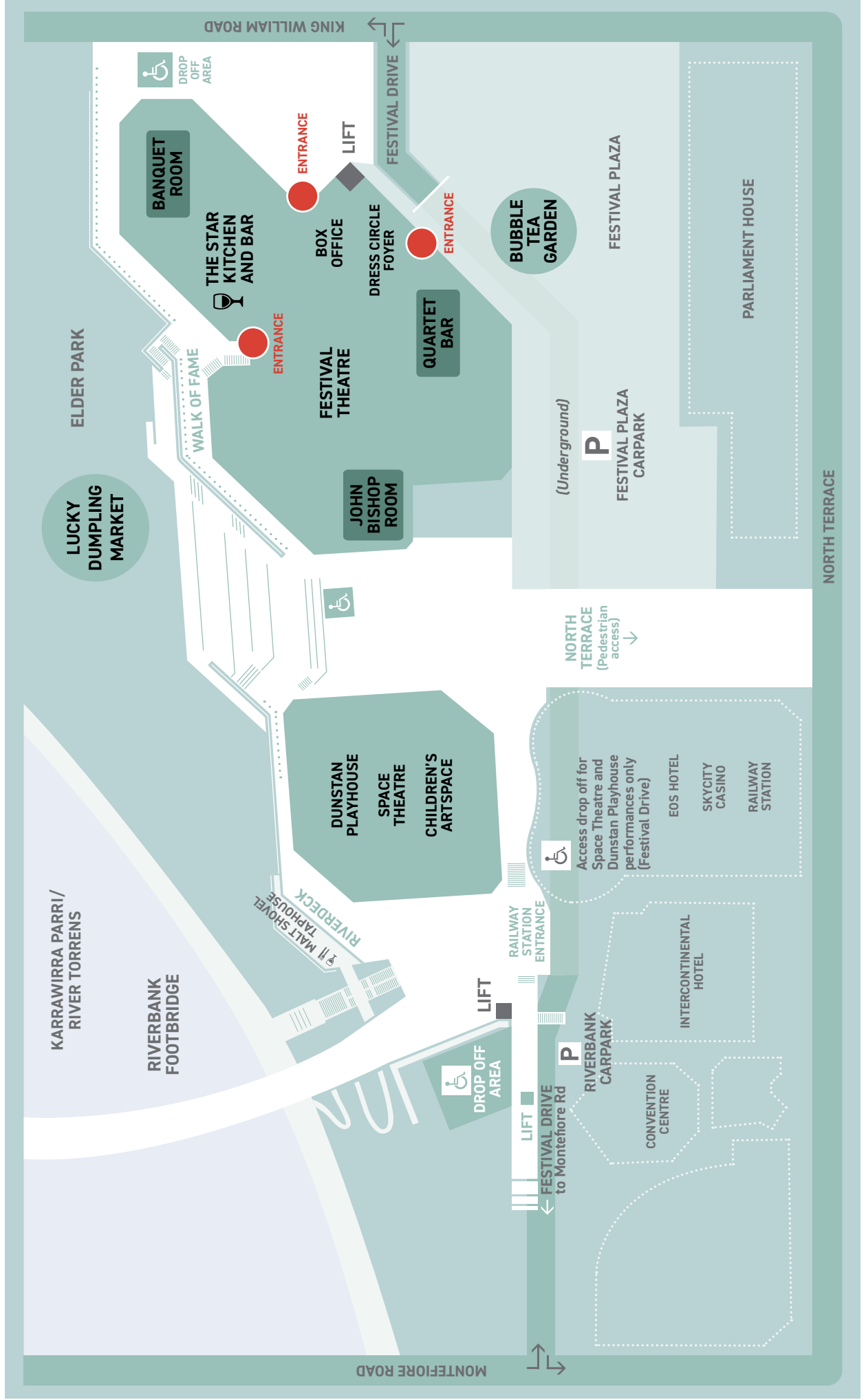
THEATRE • MUSIC • COMEDY • DANCE  
WRITING • VISUAL ARTS • FREE EVENTS

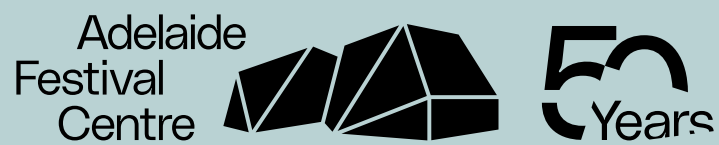


Enjoy \$25 tickets to  
select OzAsia Festival  
performances



# Map





**ADELAIDE FESTIVAL CENTRE IS  
THE HEART OF THE ARTS IN SOUTH AUSTRALIA**

Established in 1973 and located on Kurna Yarta, Adelaide Festival Centre is Australia's first capital city arts venue and hosts more than one million people annually. As well as presenting theatre, dance, music, and exhibitions, Adelaide Festival Centre creates diverse festivals to inspire, challenge, educate, and entertain.