

Arts Leadership Program 2025



Adelaide
Festival
Centre





Adelaide Festival Centreerlu tampinhi, ngadlu Kurna
yartangka panpapanpalyarninhi (inparrinhi).
Kurna miyurna yaitya mathanya Wama Tarntanyaku.

Parnaku yaitya, parnuka tapa purruna, parnuka
yarta ngadlu tampinhi yalaka Kurna miyurnarlu iitu
yaitya, tapa purruna, yarta kuma puru martinhi,
puru warriapinhi, puru tangka martulyainhi.

Kumarta yaitya miyurna iyangka yalaka ngadlu tampinhi.

Adelaide Festival Centre is located on the traditional
lands of the Kurna people. We pay respect to ancestors
and Elders past, present, and emerging as the traditional
custodians of the Adelaide Plains. We honour their
spiritual relationship with their Country and
we do so in the spirit of reconciliation.

Welcome

Kate Gould **CEO, Adelaide Festival Centre**

Over the next four days, leading voices from across the creative sector will share their insights on the challenges and opportunities shaping our future, sparking ideas and inspiring the next generation of leaders – you!

By completing this program, you will join an international alumni network designed to support and connect you throughout your careers. We hope you leave with fresh perspectives, renewed motivation, and inspiration to take back to your organisations.

We are thrilled to host you here on Kurna Land during the vibrant OzAsia Festival and look forward to sharing its energy and programs with you.

Our sincere thanks go to Richard Ryan AO and all our partners and donors who have made this program possible.

Wishing you a week of meaningful connections and moments of inspiration.

Richard Ryan AO

A recent UNESCO and Ernst & Young study highlights Asia Pacific as the most dynamic global region for creative industries, leading the world in jobs, investment, and output. We're talking millions of livelihoods and billions in economic value. Beyond the numbers, creative arts and industries play a vital role in fostering cross-cultural understanding across Asia Pacific and strengthening Australia's own diverse, harmonious community.

Continued cultural enrichment begins with identifying and nurturing future leaders, that's exactly what this course is designed to achieve. Applications have flowed in from across Asia Pacific, as well as every Australian state and territory, regional centres, and New Zealand. The strong interest confirms the demand for such an initiative. We are confident that this year's participants will go on to form an Alumni leadership group, which will be a dynamic force shaping and expanding the creative industries across Asia Pacific for decades to come. I sincerely hope that is the case.

Enjoy your time in Adelaide and my best wishes for an inspirational four days that provide you with information and friendships that will last a lifetime.

2025 Participants

Adam Santilli
The Australian Ballet

Alice Farley
DarkLab

Brigette Uren
NSW Health Infrastructure

Christie Chua
Arts House Limited

Courtney Sumner-Kimlin
Adelaide Fringe

Cynthia Nolan Myers
Arts Centre Melbourne

Elizabeth McCall
Chamber Music Adelaide

Elizabeth Rogers
Brown's Mart

Felicia Cindyagatha
Biennale of Sydney

Grace Low
Esplanade – Theatres on the Bay

Kultar Ahluwalia
Independent Artist/Nexus Arts

Kwan Leong Andy Lo
TS Crew

Kylie Baker
ARTRAGE Inc.

Magali De Moor
Arts Northern Rivers

Polly Dance
Adelaide Festival Centre

Rawan Alferaehy
The Royal Arts Complex

Sabrina Alday
Asialink

Vanessa Immink
Vanessa Immink Productions

William Lane
Hong Kong New Music Ensemble

Zoe Gay
Motus Collective

Tue 4 Nov

Meet at Victoria Square/Tarntanyangga
Meeting Room 3
45 Pirie Street

8.30am

Arrival and Registration

Victoria Square/
Tarntanyangga

8.45am – 9.05am

Welcome to Country

Kuma Kaaru

9.05am – 9.15am

Walk to 45 Pirie Street

9.15am – 9.25am

Arts Leadership Program Welcome

Christie Anthoney,
Head of External Affairs,
Adelaide Festival Centre

9.30am – 11am

What's Your Story?

11am – 11.20am

Morning Tea

11.20am – 11.30am

A Message from our Patron

Richard Ryan AO

11.30am – 12.15pm

Hit the Ground Running

Kate Gould, CEO,
Adelaide Festival Centre

12.15pm – 1pm

Leading in a New City

Nick Hays,
Executive Director,
Australian Dance Theatre

1pm – 2pm

Lunch

2.10pm – 2.55pm

Leading from Who You Are

David Panter,
CEO, Minda

2.55pm – 3.40pm

Cultural Sensitivity for Leaders

Haneen Mahmood Martin,
Producer,
Performing Lines

3.40pm – 4pm

Afternoon Tea

4pm – 4.45pm

Active Listening and Asking Better Questions

Gigi Tong,
International Programmes
Executive Manager,
Hong Kong Arts
Development Council

5.30pm – 6.30pm*

Networking Dinner and Drinks at Lucky Dumpling Market

7pm – 8pm*

The Mixed-Race Tape

Nexus Arts

Wed 5 Nov

Ian & Pamela Wall Gallery
Her Majesty's Theatre

9am

Arrival

9.15am – 10.45am

Habits of High Functioning Leaders – Being in Role

Dr John Wood,
Leadership
Solutions Global

10.45am – 11am

Morning Tea

11am – 12.45pm

Meaning Making and Lessons from Experience –

Learning to be a High Functioning Leader

Dr John Wood,
Leadership
Solutions Global

12.45pm – 1.30pm

Lunch

1.30pm – 4.45pm

The One Big Thing – Unlocking your Potential

Dr John Wood,
Leadership
Solutions Global

6pm – 7pm*

2025 Robyn Archer Oration: Petra Kalive

Artistic Director and
Co-CEO, State Theatre
Company South Australia,
*Arts Symposium:
Leadership in the
Arts, Culture and
Creative Industries*

Flinders University
City Campus

* Optional event

Thu **6** Nov

**Arts Symposium: Leadership in the Arts,
Culture and Creative Industries**
Flinders University City Campus, Festival Tower

9.15am Arrival	1pm – 1.45pm Lunch
9.30am – 9.45am Welcome to Country	1.45pm – 2pm <i>Lost Socks and Polka Dots: A reading by Sarah Peters</i>
9.45am – 10.45am Keynote: Cultural Governance and Wellbeing – Reflections on Institutions and Arts Workers Sunitha Janamohanam, Lecturer, LASALLE College of the Arts, Singapore	2pm – 3.15pm Panel: On Arts and Health
10.45am – 11.10am Morning Tea	3.15pm – 3.45pm Afternoon Tea
11.10am – 12.30pm Panel: The Wellbeing of Artists	3.45pm – 5pm Plenary Panel: The Pinnaroo Project
12.30pm – 1pm Open-Mic Discussion	5pm – 6pm* Drinks and Networking

Fri **7** Nov

Ian & Pamela Wall Gallery
Her Majesty's Theatre

9am Arrival	1.30pm – 2.30pm From Clicks to Curtain Calls: Orchestrating the Customer Journey with Data Heather Haslam, Insights and Data Specialist and Julia George, Manager Digital and Social, Adelaide Festival Centre
9.15am – 10.30am* Tour of Her Majesty's Theatre	2.40pm – 3.25pm Lessons from High Performance Sport Mick Nelson, Olympic Coach and High Performance Coaching Specialist, Coach Development
10.30am – 10.45am Group Photo	3.25pm – 4.10pm Plenary Session Emma Fletcher and Emily Jenke, DemocracyCo
10.45am – 11.45am AI Confessions and Exchange Christie Anthoney, Head of External Affairs, Adelaide Festival Centre	4.30pm – 5.30pm* OzAsia Festival's Weekend of Words Opening Night Drinks
11.45am – 12.30pm In Conversation Sunitha Janamohanam, Lecturer, LASALLE College of the Arts, Singapore	6pm – 7.30pm* OzAsia Festival's Weekend of Words Opening Night Gala
12.30pm – 1.30pm Lunch	

Presenters



Christie Anthony

Head of External Affairs
Adelaide Festival Centre

Christie Anthony is a distinguished arts leader with over two decades of experience spanning festivals, education, politics and venues. Her leadership has shaped public policy development, while her event delivery expertise includes leading large-scale festivals abroad, activating public spaces and directing educational programs that engage diverse communities. Christie maintains a resolute commitment to outcomes that advance creativity, support artists, and generate economic opportunity.

Christie has devised strategic, sustainable solutions for complex challenges; she collaborates across culture, government, academia and finance. Through years of working internationally with experts in many fields, from curators to urban planners, Christie has built a vast, dynamic network of arts leaders, which she keeps active.

Multiple Sessions



Kate Gould

CEO
Adelaide Festival Centre

Kate has been CEO of Adelaide Festival Centre since July 2025. She was previously CEO and Artistic Director of Brisbane Powerhouse, co-founder and Executive Director of Dark Mofo, and CEO and Associate Artistic Director of Adelaide Festival.

Her career began in theatre programming with Brisbane Festival and QPAC, and as Company Manager on commercial musicals with the Gordon Frost Organisation. For nine years she ran a consultancy advising clients including the SA Government, Monash, and Flinders and Monash Universities, securing funding for cultural infrastructure and events such as new festivals.

Kate has held board positions including Chair of the Adelaide Symphony Orchestra, Director of the Adelaide Football Club, Co-Chair of the SA Premier's Council for Women and Director of TarraWarra Museum of Art.

Tue 4 Nov
11.30am – 12.15pm
Hit the Ground Running



Nick Hays

Executive Director
Australian Dance Theatre

Nick Hays is the Executive Director of Australian Dance Theatre, the nation's oldest contemporary dance company. Nick has worked in Australia's cultural sector for 20+ years, most recently at The Australian Ballet in Melbourne as a senior member of its Philanthropy team, as well as at Arts Centre Melbourne and Heide Museum of Modern Art. He has also been Chair of Melbourne-based theatre company, Rawcus, a board member of Public Galleries Association of Victoria and Deputy Chair of Dancehouse Melbourne. Nick is also currently on the Boards of Feast Festival and Writers SA, and most recently was invited to join Flinders University Industry Advisory Board for the College of Humanities, Arts and Social Sciences. Nick is also an alumni of the Governor's Leadership Foundation Program.

Tue 4 Nov
12.15pm – 1pm
Leading in a New City



David Panter

CEO
Minda

Originally a psychologist, David has worked in health and social care for over 45 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 organisations, always dedicated to delivering quality and value.

Tue 4 Nov
2.10pm – 2.55pm
Leading from
Who You Are



Haneen Mahmood Martin

Producer
Performing Lines

Haneen Mahmood Martin is a Kuala Lumpur born, Malay-Saudi multi-arts programmer, producer, writer, and artist based in Narm/Melbourne by way of Garramilla/Darwin and Kurna Yerta/Adelaide. She works with a focus on best-practice engagement and ethical governance as it pertains to underrepresented migrant and PoC communities and building sustained relationships.

Haneen's arts management and creative outputs have been recognised by the NT Performing Arts Awards, Regional Arts Australia National Fellowship Program, NT Young Achievers Awards, and the Darebin Mayor's Writing Award. She also manages a directory for Malay and Malaysian Creatives in Australia and hosts the Sayang-Sayang Supper Club from her home in Melbourne.

Tue 4 Nov
2.55pm – 3.40pm
Cultural Sensitivity
for Leaders



Gigi Tong

International Programmes
Executive Manager
Hong Kong Arts
Development Council

Gigi Tong is a seasoned arts executive driving cross-border collaboration, talent development and international cultural exchange. As the International Programmes Executive Manager at the Hong Kong Arts Development Council, she spearheads cultural exchange initiatives to showcase the artistic excellence of Hong Kong artists and strengthen the city's cultural connections worldwide.

She has contributed to prestigious events such as the Hong Kong International Film & TV Market, one of the world's top five film markets, and the Hong Kong exhibitions at the Venice Arts and Architecture Biennales. In 2024, Gigi became an accredited Relational Dynamic Coach. Guided by the values of transformation and care, she aspires to support the creative community through coaching, empowering arts practitioners to navigate career transitions and personal growth journeys.

Tue 4 Nov
4pm – 4.45pm
Active Listening and
Asking Better Questions



Dr John Wood

Managing Director
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.

Multiple Sessions



Sunitha Janamohan

Lecturer
LASALLE College of the
Arts Singapore

Sunitha Janamohan has worked in the arts since 1999 with a portfolio that covers a range of art forms and creative industries. She has been an arts manager, curator, producer, venue manager and heritage manager in Kuala Lumpur and Penang, Malaysia. Since 2015 she has been a lecturer of Arts Management at LASALLE College of the Arts, University of the Arts Singapore. As the coordinator of the LASALLE initiated network, ANCER, she facilitates knowledge exchange and network building amongst researchers and arts workers throughout the Southeast Asian region. She has worked with government and intergovernmental agencies in the capacity of researcher or advisor, including Singapore's National Heritage Board, UNESCO, and ASEAN. Sunitha's research interests include Southeast Asian arts management models; and the intersections of socially engaged arts practice, labour, organisational behaviour and cultural leadership.

Multiple Sessions

Presenters



Julia George

Manager Digital and Social
Adelaide Festival Centre

Julia George is currently Manager, Digital & Social at Adelaide Festival Centre. She has over 15 years of experience across the arts, not-for-profit, and government sectors. Julia has worked for organisations in Australia and the UK, specialising in digital marketing and audience engagement.

Fri 7 Nov
1.30pm – 2.30pm
From Clicks to Curtain
Calls: Orchestrating
the Customer Journey
with Data



Heather Haslam

Insights and
Data Specialist
Adelaide Festival Centre

Heather's career spans advertising, media and the arts and she is currently the Insights & Data Specialist at Adelaide Festival Centre. She has experience in audience measurement, campaign effectiveness research and audience insights working for The Guardian in London and Guardian Australia in Sydney but now calls the arts home, specialising in audience and ticketing insights, customer research and data storytelling.

Fri 7 Nov
1.30pm – 2.30pm
From Clicks to Curtain
Calls: Orchestrating
the Customer Journey
with Data



Mick Nelson

Olympic Coach and
High-Performance
Coaching Specialist
Coach Development

Mick Nelson is an Olympic coach and high-performance coaching specialist renowned for building coaching excellence and nurturing elite talent. With 14 years of international coaching experience, Mick achieved early success coaching beach volleyball teams at the Beijing 2008 and London 2012 Olympic Games—by age 30. Across the FIVB World Tour, he has mentored 12 individual Olympians, guiding both men and women to refine their craft on the world stage. Now AIS Coach Development Lead – SASI, he develops coaches across sports, combining advanced expertise, people development, and culture creation to elevate high-performance environments.

Fri 7 Nov
2.40pm – 3.25pm
Lessons from High
Performance Sport

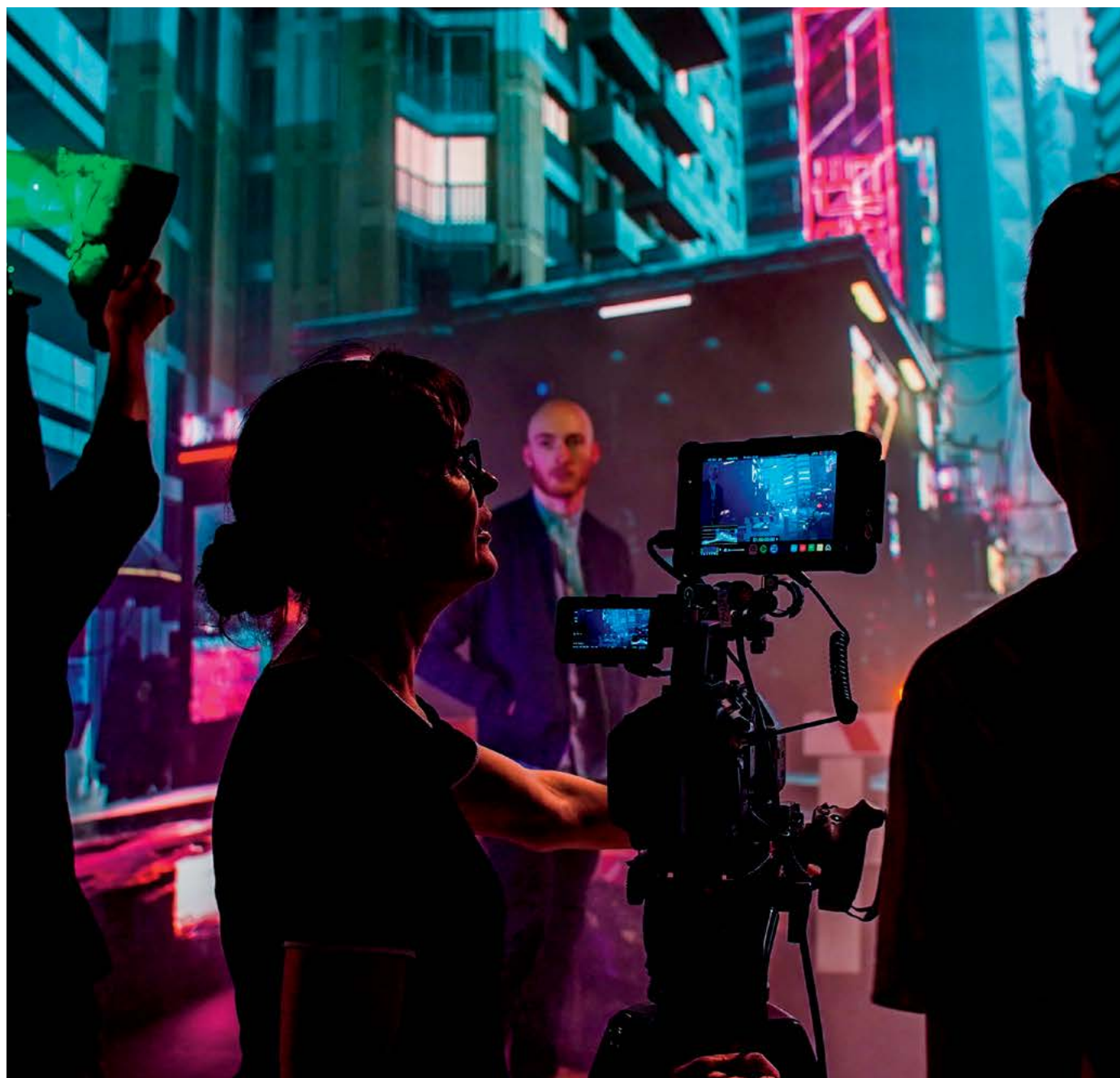


Emma Fletcher and Emily Jenke

Co-CEOs
DemocracyCo

Emma Fletcher and Emily Jenke are Co-CEOs of DemocracyCo and nationally recognised leaders in democratic practice, deliberation, and public participation. With decades of combined experience across government, industry, and civil society, they design and lead collaborative processes that give communities a genuine voice in shaping decisions—especially on complex or divisive issues. Emma brings deep expertise in strategic communication, public policy, and stakeholder engagement, underpinned by 15 years in public service and politics. Emily is a skilled facilitator known for her creativity, adaptability, and ability to turn diverse perspectives into shared solutions. Together, they use innovative tools to build social licence, elevate lived experience, and create spaces where people can work together at their best. Passionate about democracy and inclusion, they are committed to bridging the gap between citizens and institutions.

Fri 7 Nov
3.25pm – 4.10pm
Plenary Session



Join a legacy of artistic excellence. *Creative Arts at Flinders*

Our research and teaching in creative and performing arts explores the history, practice, and impact of storytelling across forms and mediums.



Discover More

www.flinders.edu.au/creative-arts

Thank You

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.

Thanks to the generous support of the Douglas Gautier Scholarship, offered in partnership with Flinders University in supporting travel and accommodation for some international participants.

We would also like to thank Flinders University for working collaboratively with us on the *Arts Symposium: Leadership in the Arts, Culture and Creative Industries*.



Use the code **OZASIA25** to get 25% off tickets* to select OzAsia Festival performances.



Milestone

31 Oct
Adelaide Town Hall



Opera for the Dead

5 & 6 Nov
The Odeon Theatre, Norwood



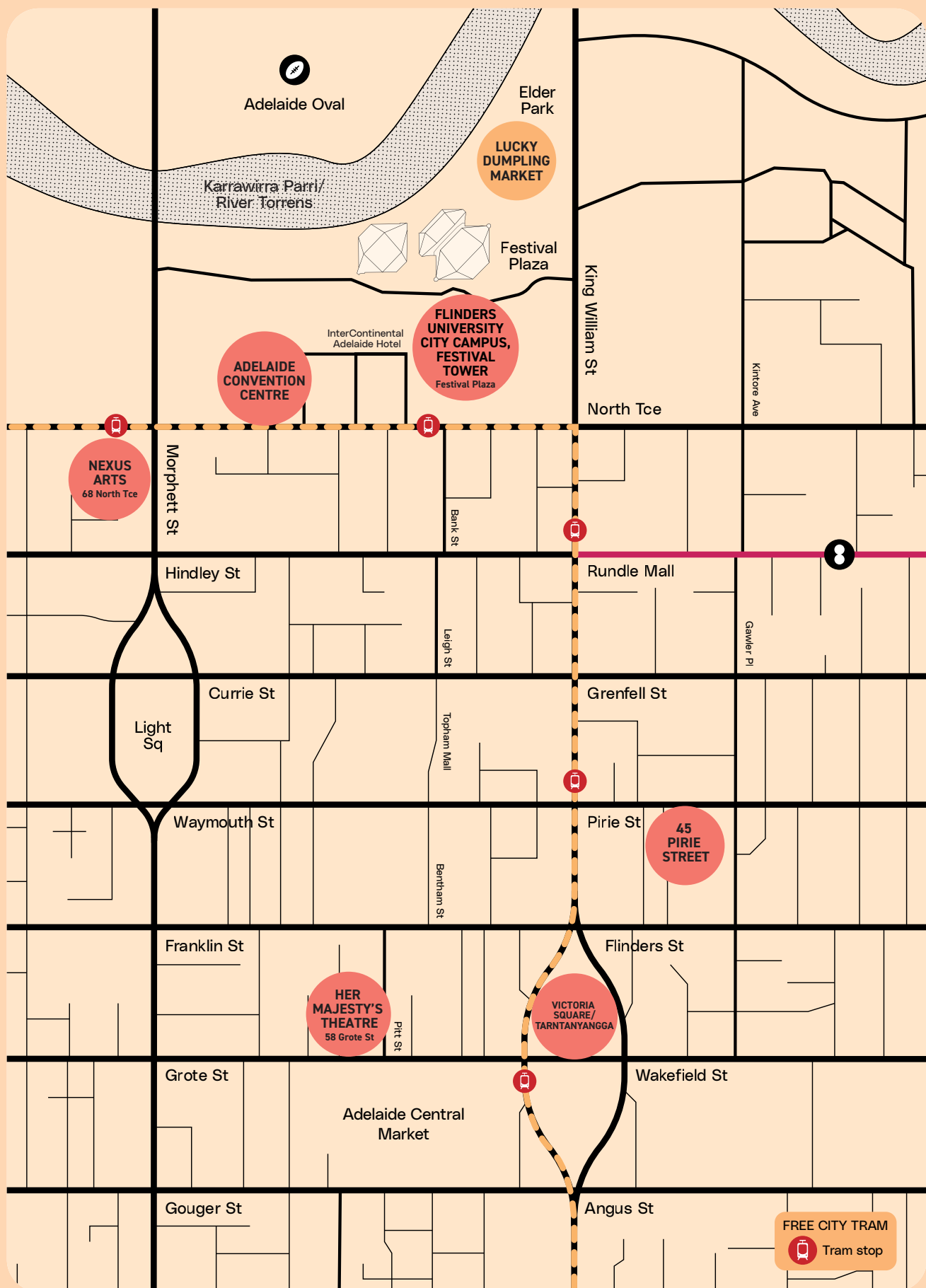
Government of
South Australia

Adelaide
Festival
Centre



*Hiromi and Milestone's 25% off the A reserve price.
Programs excluded are *Two Blood*, *Hutan*, *grentperez*, *AnimeGO!*, *Free-doom Down Under* and *HERE NOW Trilogy*.

Arts Leadership Program 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.