

cultural leadership programme

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UK cultural leaders of tomorrow go global

Six up-and-coming culture professionals from around the UK are leaving for overseas work placements this month as part of a new scheme run by the Cultural Leadership Programme, a Government-funded initiative which is promoting leadership excellence and diversity in the cultural and creative sectors.

The Powerbrokers international leadership placements are specifically aimed at emerging and mid-career cultural leaders from black, asian and minority ethnic backgrounds. They offer hands-on experience and encourage 'learning through doing'. The initiative combines two of the Cultural Leadership Programme's objectives; using international exchange to enrich UK cultural leadership and breaking down the barriers that are stopping people from ethnic minorities reaching the top of cultural organisations.

The six professionals, five women and one man, have beaten stiff competition to be awarded the three-month placements and will have responsibility for delivering projects on everything from intellectual property to marketing at the Hong Kong Academy for Performing Arts, Jazz at Lincoln Center and Harlem Stage in New York, the National Library of Jamaica and the National Gallery of Jamaica.

David Kershaw, CEO of M&C Saatchi and Chairman of the Cultural Leadership Programme, said: "One of my key priorities is to make sure that cultural leaders of

today and tomorrow are better represented to reflect the rich diversity of talent from all sections of our communities. That is one of the biggest cultural leadership challenges we face in the 21st century and one we must get to grips with.”

Hilary Carty, Director of the Cultural Leadership Programme, said: "This is a priceless opportunity for talented individuals to hone their professional skills whilst working in unfamiliar surroundings. The questions of 'sameness' and 'difference' are often turned on their heads when you work internationally, and these leaders will have to navigate new ways of doing things, new people, and critically, new cultural environments, where the focus will be on what they 'know' rather than 'who' they are. It will challenge and stimulate them - sharpening their leadership skills whilst deepening their understanding of themselves as leaders in the UK context."

The awardees and their placements:

Tina Gharavi

Hong Kong Academy for Performing Arts: Development and Marketing Associate – Academic Programmes

Tina said: “This is a real honour and an opportunity for development that would otherwise be difficult to achieve. This is an exciting residency. I look forward to bringing new skills and observations back to the UK.”

Tina Gharavi is currently a Lecturer in English (Digital Media) at the University of Newcastle-upon-Tyne. In 2000, Tina set up and established the *Kooch Cinema Group*, a community media training project for asylum seekers and refugees from the Middle East based in the North of England. She started this project after returning to Iran to make a Channel 4 documentary, *Mother/Country*. Her exhibition *Last of the Dictionary Men* about the Yemeni community in South Shields is running at the Baltic Centre for Contemporary Art, Gateshead this month.

Louie Chow

Hong Kong Academy for Performing Arts: Programme Associate – Clore Leadership Symposium

Louie said: “After years of working on commercial brands I would like to contribute to organisations that I find meaningful. The experience will certainly deepen my understanding of how a multi-disciplined academic arts institution is managed and its role in the community – the experience I gain will directly benefit the Chinese Arts Centre in Manchester.”

Louie is Vice-Chair of Chinese Arts Centre in Manchester. He has a MA in Museum and Gallery Management from City University, London. Louie has previously worked as Creative Director in advertising agencies in Hong Kong and Beijing.

Maxine Miller

National Library of Jamaica: Digital Resources Associate

Maxine is currently Library/Information Manager at Stuart Hall Library, Iniva (Institute of International Visual Arts). She has over 20 years of experience and served as the only librarian on the Mayor of London's Commission for African and Asian Heritage Commission. During her placement Maxine will be working with the Executive Director and Head of Cataloguing, analysing and creating access points to digitalise resources in 'The Slave Trade' bibliography.

Maxine said: "This is an exciting opportunity for inter-cultural professional exchange on an international level and a life-changing event on a personal level"

Stella Kanu

Harlem Stage, New York City: Community Outreach & Audience Development Associate

Stella said: "For 21st century leaders, there can be no better learning tool than 'learning by doing'. The responsibilities of the role are genuinely needed and this makes me confident that my skills and energy will be usefully spent."

Stella is a freelance consultant, manager and producer working across the cultural, performing arts and regeneration sectors. At Harlem Stage Stella will be working alongside Executive Director, Patricia Cruz and other senior management to help fulfil the organisation's objective to widen access and foster meaningful connections between artists and audience.

Dionne Walker

National Gallery of Jamaica: Public Relations and Marketing Associate

Dionne said: "This placement is a brilliant opportunity for me to bring together skills gained from years of experience under one roof. At the end of this placement I imagine I will be in a good position to take on higher managerial roles or lead cultural programmes."

Dionne is Head of Film Culture at the London Borough of Camden and studied arts marketing and advertising at the University of the Arts in London. During her placement Dionne will be working alongside Executive Director Dr Jonathan Greenland and Fulbright fellow, Dr Catherine S Amidon, creating and implementing a Communications and Marketing strategy and action plan for the gallery.

Georgina George

Jazz at Lincoln Center, New York City: Business Development Associate

Georgina said: "I am extremely excited about the prospect of working with Jazz at Lincoln Center. It's a dynamic opportunity for me to develop my strengths and skills

in a thriving international organisation with a view to sharing the knowledge I acquire with arts organisations in the UK.”

Georgina is Head of Finance and Operations at Arts Council England, Eastern region. She is a graduate of De Montfort University where she obtained a BA in Public Administration. During her placement Georgina will be working with Business Development Director, Lawrence Patrick, researching, examining and producing a strategy for exploiting the organisation’s intellectual property.

The six awardees will be blogging about their experiences at www.culturalleadership.org.uk

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For more information, please contact Anya Matthews at Colman Getty on 020 7631 2666 anya@colmangetty.co.uk

Notes for editors

- **Powerbrokers** is part of the Cultural Leadership Programme (CLP) and provides practical opportunities to equip aspiring, talented cultural leaders from black, Asian and minority ethnic backgrounds with the tools they need to build and strengthen their leadership skills.
- Individuals from black and minority ethnic backgrounds are under-represented in the UK’s creative and cultural workforce, particularly in leadership and management positions. 95% of the overall workforce is white and in London, where one-third of the creative industries are based, only 15% of the creative workforce is from a BME background compared to 29% of its population. In leadership and management positions the differences are even more significant, for example only 2.6% of senior managers in Museums are from BME backgrounds.
- The Cultural Leadership Programme has commissioned the consultancy The Change Institute to conduct a benchmarking study of cultural diversity in the leadership of cultural and creative industries in the UK. The final results of the research will be published later this year.
- The CLP is being delivered by three strategic partners: Arts Council England; Creative and Cultural Skills (Sector Skills Council) and the Museums, Libraries and Archives Council. Its Board comprises key individuals from a variety of industry backgrounds: David Kershaw, CEO, M&C Saatchi (Chair); Gemma Emmanuel-Waterton, Eclipse Theatre, Nottingham Playhouse; Shreela Ghosh, Head of Programmes, inIVA; Michael Lynch, CEO, South Bank Centre; Virginia Tandy, Director, Manchester City Galleries; Rt Hon Lord Smith of Finsbury, Director, Clore Leadership Programme; Norinne Betjemann, Projects Director, Arts Council England; Tom Bewick, Director, Creative and Cultural Skills; Sue Wilkinson, Director, Policy and Advocacy, MLA.