**PERSONAL DETAILS**

**Name** Ann Elizabeth TONKS

**Address** 14 Ward Grove

Pascoe Vale South

Victoria 3044

Australia

**Phone** Home: 03-93869917

Mobile: 0414384828

**Nationality** Australian

**KEY COMPETENCIES**

* Leadership
* People management
* Creating, facilitating and implementing strategic plans
* Governance: working with and on Boards
* Financial acumen and risk management
* Stakeholder and relationship management
* Creative and critical thinking
* Problem solver and manager within dynamic environments
* Negotiation skills and contract management
* Training, education and mentoring
* Excellent communication skills

**MAJOR EMPLOYMENT HISTORY**

**Management Consultant** including:

* Strategic Planning
* Program Reviews
* Development and Implementation of Training Programs
* Board Management
* General Management Advice
* Mentoring
* Recruitment and Selection

**Leadership and Management Academic:**

* Honorary Fellow, School of Culture and Communication, University of Melbourne, 2006-12, 2015-ongoing
* Course coordinator and presenter, post-graduate **Advanced Arts Management**, University of Melbourne
* Course presenter, MBA program, **Effective Business Communication,** Central Queensland University

**Principal Research Fellow**, School of Culture and Communication, **University of Melbourne**, 2013-14

Key outcomes: Coordinate and present post-graduate Advanced Arts Management program

Research on Arts Leadership

**Executive Director, Melbourne Theatre Company**, 1994-2012

MTC is an autonomous department of the University of Melbourne and one of the top 10 theatre companies in the English language world with a turnover of $23 million

Key outcomes: Effective co- and solo leadership of company

Building of $55 million Southbank Theatre

Creation of new HQ in $10 million building refurbishment

Development of multimillion reserves after taking over the company with a $4 million deficit

Increasing ticket subscriptions by 80%

Implementing new website, CRM and ticketing software

**ABC Radio** – various **management roles** including Federal Editor, Radio National, Melbourne and Station Manager, Radio National, ABC Radio, Sydney, 1989-1994

Key outcomes: Creating integrated on-air sound for Radio National

Implementing new programs such as *Life Matters*, *Late Night Live*, *Nightly Planet*, *Australia Talks Back*

Contributing the design and managing the relocation process of Radio National into new studios in Ultimo

Effectively managing nation-wide programming teams

**Station Manager, 6UVS-FM**, Perth, 1987-1989

Key outcomes: Preventing the station from being closed

Designing and implementing the first state wide radio festival

Managing the process of designing and building new studios and offices

Motivating and managing over 100 volunteers

**University** teaching experience includes

* Course Coordinator, Advanced Arts Management, University of Melbourne
* Director, Arts Administration Program, SAIT, Adelaide
* Researcher and Lecture, Elton Mayo School of Management, SAIT, Adelaide
* Senior Tutor, Economics Department, University of Western Australia, Perth
* Tutor, School of Business, WAIT, Perth

**EDUCATIONAL QUALIFICATIONS**

Executive Program in Nonprofit Leadership – Arts, Stanford University, California, USA

Master of Business Administration, University of South Australia [previously S.A. Institute of Technology]

Gold Medal, Best MBA Graduate

Bachelor of Economics (Honours), University of Western Australia

**BOARDS**

Over the last 30 years, my participation on Boards has included:

* Trustee, Mediasuper, 2014-
* Board Member, Theatre Network Victoria, 2010-2013
* Vice President, Live Performance Australia, 2007-2011
* Board Member, Live Performance Australia, 1996-2011
* Alternate Chair, Helpmann Awards Administrative Committee, 2006-; Chair of the Helpmann Dance and Physical Theatre Committee, 2002-2005, 2013-; Member of the Helpmann Theatre Panel, 2006-; and Helpmann Industry Award Panel, 2002-
* Member, Victorian Minister for the Arts Advisory Committee, 2000-2002
* Board Member, Back to Back Theatre Company, 1996-2006
* Board Member, Chamber Made Opera, 1995-2004
* Deputy Chair, Arts Industry Council (Victoria), 1997-2003
* Member, General Grants Advisory Committee, Community Broadcasting Foundation, 1992-4
* Deputy Chair/member, Public Broadcasting Association of Australia, 1987-89
* Member, Communications Advisory Council, WA Government, 1987-9
* Chair/member, WA Public Broadcasting Association, 1988-9
* Board Member, WA Ballet Company, 1988-9
* Board Member, Australian Dance Theatre, 1985-7

**OTHER TEACHING, TRAINING AND ADVISORY ACTIVITIES**

* Board advisor and facilitator – recent examples include Chamber Made Opera, Bell Shakespeare, Polyglot, Hothouse Theatre, 3MBS-FM, Circus Oz, headspace, Back to Back Theatre
* Mentor, SYN Young Media Leaders Project, 2014
* Mentor, Emerging Arts Leaders, Australia Council, 2014
* *Principles of Fundraising*, Vietnam Institute of Cultural and Arts Studies, 2013 [Finalist in the Australia Arts In Asia Awards]
* *Scriptwriting Award Review,* R.E. Ross Trust, 2013
* Chair, Arts Management Advisory Committee, University of Melbourne, 2004-6
* Chair, Advisory Committee, Graduate Diploma in Arts Management, Victorian College of the Arts, 1998-2000
* Consultant, South African Broadcasting Commission, 1994-5
* Trainer, Radio Production and Management, Australian Broadcasting Corporation, 1992-4
* Trainer, *Women in Radio Management*, Asia-Pacific Institute for Broadcasting Development, Kuala Lumpur, 1993
* Member, Advisory Board, Electronic Journalism Course, WAAPA, 1993-4
* Member, Academic Planning Board, Open Learning Agency of Australia, 1992-4
* Member, Advisory Board, Media Course, WAAPA, 1988-9
* Member, Advisory Board, Arts Administration Program, USA, 1988-92
* Occasional lecturer on a variety of arts and management subjects for organisations ranging from the Australian Institute of Management to Universities offering arts management training.

**PUBLICATIONS**

Co-author with Kate Macneill and Sarah Reynolds, “Authenticity and the Other”, *Journal of Leadership Studies*, Vol.6, No. 3, 2013

Co-author with Kate Macneill, “Leadership in Australian Arts Companies: One Size Does Not Fit All” in *Arts Leadership: International Case Studies* edited by Jo Caust, Melbourne: Tilde University Press, 2012

Co-editor with Simon Phillips, *Play On,* Melbourne: MTC, 2011

“Building Theatres in the 21st Century”, *International Symposium of Theater Arts and Cultural Administration*, National Sun Yat-sen University, Kaohsiung, Taiwan, 2009

Co-author with Kate Macneill, “Co-leadership and Gender in the Performing Arts”, *Asia Pacific Journal of Arts and Cultural Management*, Vol 6, Issue 1, 2009

Co-editor with Julian Meyrick and Simon Phillips, *The Drama Continues*, Melbourne: MTC, 2005

Co-author with Peter Brokensha, *The National Cultural-Leisure Industry Statistical Framework*, Adelaide: Corporate Concern, 1988

Co-author with Peter Brokensha, *Culture and Community: Economics and Expectations of the Arts in South Australia*, Sydney: Social Science Press, 1986

Co-author with Peter Brokensha, *1984 Adelaide Festival: Economic Impact*, Adelaide: SAIT, 1985

**MAJOR PRESENTATIONS [last 5 years]**

2014 Work and Life Symposium, MEAA, RMIT and University of Melbourne

“Diversity and Quotas”

Regional Arts Victoria Annual Retreat

“Practicing Arts Management”

2013 AIMAC International Conference on Arts and Cultural Management, Bogota, Colombia

“A Double Act: Co-leadership and the Performing Arts”

With Kate MacNeill and Sarah Reynolds

Northern Australian Regional Performing Arts Centres Annual Conference “Learning from Building”

Regional Arts Victoria Young Leaders Program

“Creative Leadership”

Women’s Initiative for Networking and Success

“Leadership, Gender and Creativity”

2012 Leaders for Geelong Program

“Leadership in the Arts”

2011 Australian Performing Arts Centres Association Annual Conference

“Who’s the Boss? Co-leadership in the Performing Arts”

11th International Conference on Arts and Cultural Management, Antwerp, Belgium

“Authenticity and the other: co-leadership in arts organizations” with Kate Macneill and Sarah Reynolds

Leaders for Geelong Program

“Leadership in the Arts”

2010 Australian Performing Arts Centres Association Conference

“From the Ground Up: building a theatre”

**OTHER**

* Women’s Honour Roll of Victoria, 2013
* Life Member, Live Performance Australia, 2011
* Justice of the Peace, Victoria (2007-ongoing)