**PERSONAL DETAILS**

**Name** Ann Elizabeth TONKS *AM*

**Address** 14 Ward Grove

Pascoe Vale South

Victoria 3044

Australia

**Contact** Home: 03-93840208

Mobile: 0414384828

[ann@anntonks.com.au](mailto:ann@anntonks.com.au)

[www.anntonks.com.au](http://www.anntonks.com.au)

**Nationality** Australian

**OVERVIEW**

I combine consulting with academic teaching and board membership. My focus is on the arts, cultural and non-profit world and I’m particularly interested in leadership, management and board performance.

**CONSULTING & TRAINING**

**Management Consultant** (2013-current) including:

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

**Recent examples include:**

* Locum CEO – Australian Dance Theatre, 2019
* Locum CEO – Chunky Move, 2018-9
* Organisational and Program Reviewer – Melbourne Recital Centre, Arts Centre Melbourne, Radio Adelaide (University of South Australia), Entertainment Assist
* Board advisor and facilitator – Philip Adams Dance Lab, Circus Oz, headspace, Chamber Made Opera, Bell Shakespeare, Polyglot, Hothouse Theatre, 3MBS-FM, Back to Back Theatre, AusDance Victoria
* Board Performance Reviewer – Lord Mayor’s Charitable Foundation, The Song Room
* Community Facilitation – City of Port Phillip (Victoria) and City of Gold Coast (Queensland)

**Recent Postgraduate Teaching:**

* Course coordinator and presenter, post-graduate **Advanced Arts Management**, University of Melbourne, 2004-ongoing
* Course coordinator & presenter, **Philanthropy & Development,** University of Melbourne, 2017-ongoing
* Course presenter, **Effective Business Communication,** Central Queensland University, 2014-2019
* Course presenter, **Critical Thinking & Decision Making**, CQU, 2016-2019

**MAJOR EMPLOYMENT HISTORY**

**Locum CEO, Australian Dance Theatre, 2019-ongoing**

Key outcomes: Helping the Board find a new CEO

Strategic Plan that lead to 4 year Australia Council funding

**Locum CEO, Chunky Move Dance Company,** 2018-19

Key outcomes: Successful leadership requirement & transition

Major policy development & implementation

**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

Text book on Arts Management

**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

**BOARDS**

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

* Trustee, Media Super, 2014-2019 (currently acting as Alternate Trustee)
* Advisory Board Member, Australian School of Performing Arts, 2015-19
* Board Member, Theatre Network Victoria, 2010-2013
* Vice President, Live Performance Australia, 2007-2011
* Board Member, Live Performance Australia, 1996-2011
* Chair (and Alternate Chair), Helpmann Awards Administrative Committee, 2006-ongoing; Chair of the Helpmann Dance and Physical Theatre Committee, 2002-2005, 2013-; Member of the Helpmann Theatre Panel, 2006-ongoing; and Helpmann Industry Award Panel, 2002-ongoing
* 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

**EDUCATIONAL QUALIFICATIONS**

Honorary Fellow, School of Culture and Communications, University of Melbourne, 2013-19

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

Graduate, Australian Institute of Superannuation Trustees

Certificate IV, Training and Assessment

**PUBLICATIONS**

*The A to Z of Arts Management,* 2020  *(*2nd Edition)*,* London: Routledge

Co-authored with Tracy Margieson, *Don’t put your daughter on the stage*’: Mental health and wellbeing in the performing arts, 15th AIMAC International Conference on Arts and Cultural Management, Venice, June 2019

Co-authored with Sarah Reynolds & Kate McNeill, “Collaborative Leadership in the Arts as a Unique Form of Dual Leadership”, *Journal of Arts Management, Law, and Society,* March 2017

*The A to Z of Arts Management****,*** Melbourne: Tilde Business Publications, 2016

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

MacNeill, K & Tonks, A (2009) Co-leadership and Gender in the Performing Arts, Engendering Leadership, Perth: University of WA, 1-17

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

**OTHER**

* Member of the Order of Australia, 2017
* Women’s Honour Roll of Victoria, 2013
* Life Member, Live Performance Australia, 2011
* Justice of the Peace, Victoria