

cultural  
leadership  
programme

**Women to  
Watch 2010**

**2010**

# Introduction

In 2009 the Cultural Leadership Programme (CLP) commissioned the first independent report on women in leadership in the creative and cultural sector. This quantitative research creates a marker in the sand, setting a baseline for measuring future progress. Key statistics from the report show us that male leaders outnumber female leaders by 2.5 to 1 and that significant steps need to be taken to increase the number of women in leadership positions.

To highlight the findings and to support the advancement of talented women across the sector, CLP announced a call-out to senior leaders across the UK's creative and cultural sector to nominate their 'Women to Watch'. The list celebrates the achievements of 50 emerging to mid-career leaders who have already made a noticeable impact within the sector and are rising ever higher.

**Hilary S Carty**

Director, Cultural Leadership Programme

**Warmest congratulations to the 'Women to Watch' from all at CLP.**

For longer profiles of the Women to Watch go to: [www.culturalleadership.org.uk/W2Wlist/](http://www.culturalleadership.org.uk/W2Wlist/)

The report, *Women in Leadership in the Creative and Cultural Sector* can be downloaded at [www.culturalleadership.org.uk/publications-and-research/](http://www.culturalleadership.org.uk/publications-and-research/)

The Cultural Leadership Programme is a Government-funded initiative to promote excellence in leadership within the cultural and creative sectors. It runs a range of activities and opportunities to nurture and develop world class, dynamic and diverse leaders for the 21st century.

# Foreword

## Women to Watch Judging Panel

**Dame Liz Forgan**

Chair of Arts Council England

**Jenny Sealey**

Artistic Director of Graeae theatre company

**Kwame Kwei-Armah**

Actor, playwright and broadcaster

**Rita Clifton**

Chief Executive of Interbrand

**Sarah Weir**

Head of Arts and Cultural Strategy for the Olympic Delivery Authority

**Wayne McGregor**

Multi award-winning dancer and choreographer

I have always had a fervent interest in the role of women in society and in equality between the sexes. I remember feeling, even when I was tiny, that being a man seemed so much more interesting than being the kind of woman we were all expected to become; normally someone who supported their husband and raised a family rather than someone who was able to nurture talents and ambitions of their own. As a presenter of BBC Radio 4's Woman's Hour for 23 years I have had the good fortune to meet lots of fascinating characters who have carved out exciting new definitions of womanhood in all walks of life.

But there are still nowhere near enough women in positions of power and influence whether it's in politics, banking or – as we are concerned with here – the cultural and creative sector. For far too long, men have had greater access to the majority of the highest level appointments and women have been outnumbered by men in these senior roles. We need to do everything possible to enable and encourage the next generation of women and ensure they have the opportunity to reach the top if they have the talent and ambition.

I'm glad to say that there are signs that this battle is being won and a lot has been achieved in a short space of time, as the Cultural Leadership Programme's inaugural list of 'Women to Watch' proves.

These final 50 women were chosen after a great deal of consideration by the judging panel and represent some of our most ambitious and talented cultural leaders. They are women to respect and who will undoubtedly make a difference to the rich cultural life of this country. In short, they are women to watch.

I speak for the whole judging panel when I say that arriving at a final list of 50 women from such a high quality and quantity of nominations was both a delight and a challenge. While we are obviously celebrating the achievements of outstanding individuals here, it is also important to see these women as a collective force and as representative of women's potential to reach the top of their game within this, and any other, sector. Congratulations to all of them and watch this space!

**Jenni Murray OBE**

Presenter of BBC Radio 4's Woman's Hour  
Chair of the Women to Watch Judging Panel



**Bridget Nicholls**  
Director, FESTIVAL

Known as a naturalist with a sense of humour, Bridget's mission is to engage as many people as possible with the natural world. As Director of FESTIVAL – a critically acclaimed international three day free festival about the art and science of being an insect – Bridget draws on her talents as a writer, broadcaster and naturalist. She has demonstrated great imagination, leadership and tenacity in creating a diverse and unique celebration of insects and their impact on humanity.



**Carol Bell**  
Head of Culture and Major Events,  
Newcastle Gateshead Initiative

Combining creativity, flair and exceptional leadership and organisational skills, Carol Bell leads the successful delivery of Newcastle Gateshead Initiative's £6m annual festival and event programme for Newcastle and Gateshead. Carol excels in inspiring confidence with a down to earth commitment to fairness, honesty, transparency and public service.



**Cathy Woolley**  
Participation Producer,  
Southbank Centre

Completely dedicated to touching the widest possible constituencies of people and bringing hidden communities and their untold stories to the fore, Cathy is responsible for the implementation of learning and participation programmes across the Southbank Centre, London.

Cathy utilises her drive and teamwork, her non-stop, creative, daring and experimental ideas and insight into various communities to produce projects which are targeted, effective and informed.



**Claire Cunningham**  
Independent Choreographer  
and Performer

Claire has excelled in creating engaging, thought-provoking and humorous auto-biographical multi-disciplinary performance work based on honing skills specifically created by her physical impairment and looking at perceived limitations as virtuosity. As co-Director of Waterbaby Dance Ltd, her leadership in the sector stems from this outstanding work, the development of her teaching technique and as an inspiring role model for both disabled and non-disabled artists and audiences.



**Clare Hudson**  
Founder and Managing Director,  
In4merz.com Managing Director,  
Hudson PR

Clare's entertainment company, In4merz.com has revolutionised marketing campaigns within the music industry. In4merz.com combines Clare's drive and determination, skills as a marketing and PR guru and her core passion to instigate meaningful change in how young people are prepared for the world of work in schools.

Tapping into the peer-to-peer promotion amongst teenagers, In4merz.com has successfully raised the profile of artists such as Lady Gaga, The Sugarbabes and The Jonas Brothers.



**Claire Whitaker**  
Director, Serious

Under Claire's leadership, working alongside fellow directors John Cumming and David Jones, Serious' reach has expanded significantly, nurtured more artists and taken music that it's passionate about to newer and wider audiences. With the ability to realise dreams, Claire has spearheaded the growth and development of Serious since she joined in 1996.

**Emma Stenning**  
Executive Director, Bristol Old Vic

Emma's leadership stands out through striking a delicate balance between creative producing and business management. Since joining Bristol Old Vic as Executive Director her vision, leadership and commitment have quickly become evident. Bristol Old Vic is back on the theatre map, delivering an ambitious programme for audiences and artists.



**I'm delighted and honoured to be included in the list and hope that we'll be able to encourage others to fulfill their own potential.**

Emma Stenning, Executive Director,  
Bristol Old Vic



**Daisy Heath**  
Head of Planning, National Theatre

As Head of Planning, Daisy is responsible to Nicholas Hytner and Nick Starr for the long-range planning of the National's repertoire. Excelling in this role at the heart of the company, she is able to facilitate organisational smooth-running, financial efficiency and crucially, to enable ideas and projects that would not otherwise have been possible.



**Gail Parmel**  
Artistic Director, ACE  
Dance & Music

As a champion for African and Caribbean Dance, Gail has excelled as an artistic director and choreographer of note amongst her peers and as a resilient champion of youth dance. Her cultural leadership, underpinned by a passion for youth dance, is contributing to a growing sense of community cohesion and pride in artistic endeavour. Gail's work is re-positioning what it means to experience African Peoples dance.



**Geraldine Collinge**  
Director of Events and Exhibitions,  
Royal Shakespeare Company

Geraldine has recently been appointed to a brand new role at the Royal Shakespeare Company, in which by creating imaginative opportunities and fresh perspectives she aims to develop new relationships with artists, audiences and communities.

Before joining the RSC in 2009, Geraldine was Director of Apples & Snakes, building the company into a national performance poetry organisation with eighteen staff in seven English regions.



**Hermione Way**  
Founder of Newspepper.com  
and Techfluff.tv

Hermione is a journalist and new media entrepreneur with an impressive track record in establishing innovative businesses, promoting entrepreneurship and encouraging more women to become involved in technology.

Founded in the second year of her journalism degree Newspepper.com is a video production company with a difference; it employs students and graduate filmmakers and journalists providing them with much-needed work experience.



**Delia Barker**  
Senior Officer – Dance, Arts  
Council England – London Region

Hugely ambitious and confident, Delia stands out as a leader for all the right reasons. On her Powerbrokers International Leadership Placement as Business Development Associate at the Errol Barrow Centre for Creative Imagination (Barbados), Delia's full potential as a leader was realised in her work developing a Cultural Strategy for Barbados.



**Emma Underhill**  
Director and Curator, UP Projects

Emma runs a ground-breaking public art agency, UP Projects, which curates and produces art projects and events outside the traditional gallery and museum space and also delivers strategic consultancy for a range of clients. With a pioneering and refreshing approach Emma is exceptionally sophisticated at leading projects that are complex with multiple stakeholders.



**Freda Matassa**  
Freelance Museum Consultant and  
Art Collections Manager

Previously Head of Collections Management at the Tate, London, Freda brings a wealth of experience in registrarial fields and knowledge of national museum standards in collections management to her freelance art management company. Freda is encouraging private and public partnerships in cultural collection management and helping to reduce the often perceived divide between public and private collections, for the benefit of both.



**Helen MacNamara**  
Deputy Director, Future Planning,  
Department for Culture Media  
and Sport

In 2005, Helen was one of the youngest women ever to be promoted to Deputy Director level DCMS when she took up the role of Principal Private Secretary for the then Secretary of State, Tessa Jowell.

As Deputy Director at DCMS, Helen plays a critical leadership role in delivering the Department's aims to improve the quality of life for all through cultural and sporting activities, to support the pursuit of excellence and to champion the media, creative and leisure industries. Helen is also a Trustee of Target Ovarian Cancer.



**Jenni Lewin-Turner**  
Director and Creative Producer,  
Urbanflo Creative Consultancy

Jenni established her freelance agency, Urbanflo Creative Consultancy, in direct response to the needs of the artistic and marginalised communities. With her leadership, zest and power of persuasion, she brought together a group of socially engaged arts professionals who share a vision of equity and excellence in the cultural sector. Her inclusive philosophy is intrinsic to her work and an undeniable ability to inspire and empower others defines her true leadership qualities.



**Indy Hunjan**  
Director, Kala Phool

Indy is a true visionary and for the past twelve years has led her own arts development company, Kala Phool. Leading Kala Phool Indy has delivered hundreds of projects including the internationally famed MI21 live film score project and annually, six international hip hop festivals in the UK, crossing the cultural and artistic experience of hip-hop; rising styles that have pushed forward the careers of thousands of artists.



**Jane Finnis**  
Director, Culture24

Jane has led Culture24 to become the UK's foremost non-profit cultural online publishers. Over 10 years she has built the quality and reputation of the organisation, building links between the arts, heritage, education and tourism sectors and advocating for a user focused online strategy.

Jane is the founder member and Chair of Culturemondo, an informal international network of cultural professionals managing and building online services.



**Jacqui O'Hanlon**  
Director of Education, Royal Shakespeare Company

A practitioner and writer, Jacqui has proven her skills as a team leader, strategic thinker and high level advocate for the work of the RSC as Director of Education.

Previously a freelance theatre educator and actor she believes passionately in the role that Shakespeare and drama approaches can play in education. In 2008, Jacqui led the successful RSC's national campaign, Stand Up for Shakespeare, a manifesto for Shakespeare in schools.



**Juliana Farha**  
Founder and Managing Director,  
Dilettante Music Limited

Juliana has excelled as the Founder and Managing Director of Dilettante Music, a leading classical music website. Taking the concept and an aspiration to support young musicians she has turned it into a reality. Whatever the obstacle, Juliana has exhibited flexibility in her approach, seeking advice and expertise when needed while always staying true to her vision to support music-making and welcome new audiences to the classical genre.



**Julie Tait**  
Director, Kendal Arts International

Founding Kendal Arts International in 2006, from almost a standing start, Julie has become one of the leading players in the Street Arts sector in the UK. She now manages Lakes Alive, one of the largest street arts programmes in the UK and a major Olympic Legacy project.

The new investment in culture, £1 million per year for four years achieved by Julie for Cumbria is both rare and timely for this region and this success can be attributed solely to her vision and ambition.



**Kate Bellamy**  
Head of Strategy & Communications, National Museum Directors' Conference

In her three year tenure at the NMDC, Kate has transformed the organisation internally so that it is fit for purpose. She identified and built the necessary external network to effect change and developed an authoritative understanding of museum policy and practice.

Kate is a strong leader, who has demonstrated her ability to identify a vision, steps to achieve it and deliver on those goals.



**Kate McGrath**  
Director, Fuel

In 2004 Kate co-founded Fuel, a producing organisation, with Louise Blackwell. Fuel produces fresh work for adventurous people by inspiring artists. Prepared to take risks Kate aspires to re-imagine how things could and should be done. With a brilliant creative eye she can analyse quickly what (and who) an artist needs to take a good piece of work to the next level.

Kate is a business leader, a thinker of new things, a theatre maker and director, a dramaturg and diplomat.



**Laura Sillars**  
Programmes Director, FACT (Foundation for Art and Creative Technology)

Laura's leadership of FACT's artistic programme has seen the organisation grow into an art-led think tank where exhibitions, projects, commissions and education projects tackle the big questions of our time. Laura has led ambitious artistic projects including FACT's European Capital of Culture Programme and the inaugural Abandon Normal Devices Festival. She has a unique talent in creating strong, sustainable working relationships.



**Liz Pugh**  
Producer, Walk the Plank

Liz is at the top of her field in the outdoor arts sector and is one of its major advocates. With extensive experience producing and touring outdoor work and site-specific performance in the UK and abroad, she is responsible for the strategic development of Walk the Plank, an independent producing company.

Her leadership style is consensual, collaborative and enabling and her work to date is testimony to this.

**Moira Buffini**  
Freelance playwright and screenwriter

Moira is the Writer-In-Residence at the National Theatre for 2010. She has written eight original full length plays, a catalogue of theatre adaptations and several film scripts. Known for her tenacity and commitment to the principle of allowing female artists a strong voice within cultural landscape, she has demonstrated understanding and control of her craft and the ability to infuse her work with a moral vision.



**Lucy Worsley**  
Chief Curator, Historic Royal Palaces

Lucy is a brilliant historian, lecturer and broadcaster in her own right. Appointed to the role of Chief Curator at the age of 28, Lucy was selected to lead a team in a major review of the organisation's purpose, identity and future programmes. She was instrumental in developing the idea of storytelling across the HRP and for constructing the underlying proposition of what 'the story' is.



**Dr Maria Balshaw**  
Director, Whitworth Art Gallery

Smart, savvy and fun, Maria offers a rare combination of vision underpinned by rigorous intellectual thinking, supported by excellent communication and interpersonal skills that motivate all those around her. Under her leadership the Creative Partnerships: Birmingham was one of the most successful of the 16 national pilots; this achievement securing her a place on the first Clore Leadership Fellowship Programme. Her subsequent appointment as one of the youngest Directors of a major regional gallery was recognition of her leadership skills and potential.



**Maria Oshodi**  
Chief Executive and Artistic Director, Extant

Maria has succeeded as a writer, a performer, a director and an artistic innovator and now leads Extant, the company she set up to provide professional performing arts opportunities for blind and partially sighted people. Nobody else is doing exactly what Maria does. There are disability art companies, however none which challenge the perceptions of what blind people can achieve in such a wide range of performance styles.



**Maxine Miller**  
Library and Information Manager,  
Iniva (Institute of International  
Visual Arts)

Excelling in her role as manager of the Stuart Hall Library at Iniva, Maxine has developed the Institute's unique library and digital archive. A Chartered Librarian with extensive experience in Further Education and special libraries, Maxine's quality leadership and professionalism secured her place as the Digital Resources Associate at the National Library of Jamaica (NLJ) as part of the Powerbrokers International Leadership Placements (PILP).

**Melanie Abrahams**  
Director, renaissance one and  
Tilt Guest Curator, Bluecoat

An outstanding producer and curator in the literature sector, Melanie has developed a range of initiatives to support writers at renaissance one. Working with diverse groups of artists on an international basis she has been the vision behind a number of ground breaking projects in the field of literature and spoken word events.

**Purni Morell**  
Head of Studio, National Theatre

Purni holds one of the most influential roles in British theatre. The NT Studio not only feeds the National Theatre repertoire but also acts as a centre for artistic development for the rest of the theatre sector. The building works with around 800 artists from around the world every year, and many of the NT's most popular projects have been nurtured there.

**Pim Baxter**  
Deputy Director and Director  
of Communications and  
Development, National  
Portrait Gallery

Responsible for leading the National Portrait Gallery's promotional and fund-raising work, Pim holds several senior roles at the Gallery and has brilliantly transformed the traditional perception of the Gallery and effectively communicated the relevant and dynamic place that it now is.

Astutely balancing the interests of new audiences with the needs of those who have known the Gallery over a longer period, her thoughtful and inspirational manner infects her whole team and spreads wider across the Gallery.



**Nike Jonah**  
Senior Diversity Officer,  
Decibel Project Manager,  
Arts Council England

Nike has emerged as a truly outstanding leader in the last two years and shown great organisational ability producing the, best by far, Decibel Performing Arts Showcase in 2009. Gaining the respect of the BAME and disabled arts circles, Nike has accepted and relished the demands of this new role. She has shown vision and courage as well as great sensitivity in guiding artists through what is a difficult process.





**Rachel Millward**  
CEO and Creative Director,  
Birds Eye View Film Festival

The Birds Eye View Film Festival is pioneering in its celebration of international women filmmakers. Having co-founded Birds Eye View as a touring short film showcase in 2002, Rachel led the organisation to launch the highly successful annual festival in 2005, and has continued to develop year-round training and promotional activity. The Clore Fellow for film, Rachel has the vision, drive and networks to make great things happen now and in the future.



**Rebecca Dawson**  
Vision 2010 Project Manager, Arts  
Council England

Commended for outstanding work for Arts Council England at every stage in her seven year service, Rebecca has been promoted from Assistant Officer in the Dance Unit to Project Manager across Arts Council's projects for the 2012 Cultural Olympiad. Rebecca stands out for the deep but often quiet impact she has in every environment in which she works.



**Roanne Dods**  
Director, Rose Orange  
Former Founder Director of  
Jerwood Charitable Foundation

Roanne excelled in establishing the Jerwood Charitable Foundation (JCF) as an influential and significant funder of artists in the UK during her eleven year directorship. Her leadership approach has always been to talk and do, and always imagine that you can, and imagine new ways of doing whatever that thing is. She has inspired that approach and confidence in others and has made a career out of doing so.

**I'm thrilled and excited to be included on this list. This highlights the importance of museum and heritage interpretation and the imperative to take risks.**

Ruth Gill, Head of Interpretation,  
Historic Royal Palaces

**Rachel Holmes**  
Head of Literature and Spoken  
Word, Southbank Centre

Leading the team that has turned the London Literature Festival into a world class event, Rachel is passionate about showcasing excellent work and bringing new exciting work to audiences who may not otherwise see it. It is testament to her leadership that some of the writers, performers and poets so familiar now may not have been give a platform without Rachel's vision. As a writer and fellow practitioner, Rachel is knowledgeable and empathic with the artists she works with.



**Ruth Daniel**  
Co-Founder and Director,  
Un-Convention and Fat  
Northern Records

Under Ruth's leadership and vision Un-Convention, a global grassroots music event and community, has developed from a small gathering of independent and DIY music businesses in Salford to an international movement. Un-Convention has staged events across the UK, as well as in Mumbai and Groningen and is undertaking forthcoming events in Colombia, Brazil, Australia, Belgium and Argentina.



**Ruth Gill**  
Head of Interpretation,  
Historic Royal Palaces

In the whole field of UK museum and historic site interpretation, there are genuinely few innovators who are constantly challenging the status quo and producing creative innovation that differs from what has gone before. Ruth is one of these in her work at Historic Royal Palaces.

Developing the new interpretation team from scratch, Ruth has formulated and implemented the interpretation strategy across five palaces, creating a programme that reaches approximately 3 million visitors a year.



**Ruth Gould**  
CEO, DaDa – Disability & Deaf Arts

Quadrupling the turnover since joining DaDa in 2001, Ruth has excelled in leading a once small disability arts organisation to host one of the biggest Deaf & Disability Arts Festivals in the UK, DaDaFest. Ruth is passionate and committed to her work and able to appreciate the differences of disability and deaf culture from a wide perspective including from her own experiences as a deaf woman and performer. She embraces all art forms with aplomb.



**Sally Goldsworthy**  
Director, Discover

Demonstrating leadership through her passion and ability to deliver strong artistic programmes and develop new ways of working, Sally has worked with the dedicated team at Discover to build a truly impactful artistic vision. Facilitating circumstances where artists and staff members feel safe to experiment, take risks and create their best work Sally combines great ideas and vision with enormous practical ability.



**Sarah Munro**  
Artistic Manager, Tramway

An inspiring and inclusive leader, Sarah keeps the artist and audience at the heart of her work, evident in her innovative tenures as Director of the Collective Gallery in Edinburgh and most recently at Tramway. While initiating ground breaking new projects, like the One Mile programme in 2006, described as, 'agenda setting' by the Paul Hamlyn Foundation, Sarah ensures her staff are also on the journey of discovery and their ideas are valued and their contributions welcome.



**Seonaid Daly**  
Producer, Glasgow Film Festival

Seonaid's commitment and dedication to the creative sector, marks her out as an emerging leader. As Producer of the Glasgow Film Festival, Seonaid is instrumental in introducing new and diverse programme sections. As well as achieving a 25% increase in total attendance from 2008 to 2009, Seonaid has secured a raft of awards, including Glasgow Grows Audience's Audience Pioneer of the Year (2009) and Best Large Event at the Scottish Events Awards (2009).



**Sharon Watson**  
Artistic Director,  
Phoenix Dance Theatre

One of a handful of dancers from the underprivileged Harehills area of Leeds given the chance to forge careers in dance during the early growth of Phoenix Dance Theatre, Sharon's personal approach is born from an appreciation of how those opportunities developed her into an internationally performed choreographer. Committed to ensuring better opportunities arise for others in her new role, her intimate knowledge of Phoenix Dance Theatre, alongside her natural leadership, have allowed her to hit the floor running.

**Like many female headed practices we are powered by passion and drive to build up benefit for all. It is great to be recognised for this and I am enormously proud of all our achievements.**

Sophie Thomas, Founding Director,  
thomas.matthews communication design

**Sharnita K Athwal**  
Director, Shaanti Live: Music: Play!  
Owner, The Hockley Bar & Kitchen

Multi-talented Sharnita has an exemplary record of successful leadership and advocacy for entertainment, new media and award winning events through numerous programming and consultancies here in the UK and abroad. An outstanding achiever, Sharnita is recognised for her work at the forefront of innovations in South Asian and British dance music and creative change.



**Sophie Thomas**  
Founding Director,  
thomas.matthews  
communication design

Sophie's commitment to integrate systemic sustainable practice through all areas of the studio's work has put thomas.matthews at the leading edge of their field. Over the past twelve years she has led and delivered a vast array of award winning projects across the world. She plays a vocal part in promoting sustainable design thinking through education and business, writes regularly for the design press, and is a trustee for the Design Council.



**Siobhán Bales**  
Managing Director, bgroupp

Entrepreneur and MD of bgroupp, Siobhán has not only established her business in a largely male dominated sector but has been a mover and shaker in bringing leaders from diverse sectors together to talk and share concerns and aspirations for business, culture and life in the North East of England. Siobhán combines her passion for business with a dedication for supporting and encouraging women and young people into enterprise.



**Theresa Heskins**  
Artistic Director, New Vic Theatre

In less than three years Theresa has made an outstanding contribution to regional theatre by exploiting the impact and intimacy of theatre in the round. With an exceptional sense of how to appeal to diverse audiences without compromising on high standards of creativity or quality she is leading the New Vic to deliver its mission; to make great theatre in the round and to make a difference to the region.



**Vanessa Reed**  
Co-Director, PRS For Music  
Foundation (PRSF)

Over the past twelve years, Vanessa has made a lasting impact in the music sector and in other roles she has undertaken both in the UK and overseas. As Co-Director at PRS for Music Foundation, she has led the organisation into a new phase of development which has resulted in growth, new partnerships and increased benefits for the musicians and organisations the Foundation supports.

**Bridget Nicholls** Director, FESTIVAL  
**Carol Bell** Head of Culture and Major Events,  
Newcastle Gateshead Initiative  
**Cathy Woolley** Participation Producer,  
Southbank Centre  
**Claire Cunningham** Independent Choreographer  
and Performer  
**Clare Hudson** Founder and Managing Director,  
In4merz.com / Managing Director, Hudson PR  
**Claire Whitaker** Director, Serious  
**Daisy Heath** Head of Planning, National Theatre  
**Delia Barker** Senior Officer - Dance,  
Arts Council England – London Region  
**Emma Stenning** Executive Director, Bristol Old Vic  
**Emma Underhill** Director and Curator, UP Projects  
**Freda Matassa** Freelance Museum Consultant and  
Art Collections Manager  
**Gail Parmel** Artistic Director, ACE Dance & Music  
**Geraldine Collinge** Director of Events and  
Exhibitions, Royal Shakespeare Company  
**Helen MacNamara** Deputy Director, Future Planning,  
Programme Teams, Department for Cultural, Media  
and Sport  
**Hermione Way** Founder of Newspepper.com  
and Techfluff.tv  
**Indy Hunjan** Director, Kala Phool  
**Jane Finnis** Director, Culture24  
**Jacqui O'Hanlon** Director of Education,  
Royal Shakespeare Company  
**Jenni Lewin-Turner** Director and Creative Producer,  
Urbanflo Creative Consultancy  
**Juliana Farha** Founder and Managing Director,  
Dilettante Music Limited  
**Julie Tait** Director, Kendal Arts International  
**Kate Bellamy** Head of Strategy & Communications,  
National Museum Directors' Conference (NMDC)  
**Kate McGrath** Director, Fuel  
**Laura Sillars** Programmes Director, FACT (Foundation  
for Art and Creative Technology)  
**Liz Pugh** Producer, Walk the Plank  
**Lucy Worsley** Chief Curator, Historic Royal Palaces

**Dr Maria Balshaw** Director, Whitworth Art Gallery  
**Maria Oshodi** Chief Executive and  
Artistic Director, Extant  
**Maxine Miller** Library and Information Manager, Iniva  
(Institute of International Visual Arts)  
**Melanie Abrahams** Director, renaissance one and Tilt  
/ Guest Curator, Bluecoat  
**Moira Buffini** Freelance playwright and screenwriter  
**Nike Jonah** Senior Diversity Officer, Decibel  
Project Manager, Arts Council England  
**Pim Baxter** Deputy Director and Director of  
Communications and Development,  
National Portrait Gallery  
**Purni Morell** Head of Studio, National Theatre  
**Rachel Holmes** Head of Literature and Spoken Word,  
Southbank Centre  
**Rachel Millward** CEO and Creative Director,  
Birds Eye View Film Festival  
**Rebecca Dawson** Vision 2010 Project Manager,  
Arts Council England  
**Roanne Dods** Director, Rose Orange /Former Founder  
Director of Jerwood Charitable Foundation  
**Ruth Daniel** Co-Founder and Director,  
Un-Convention and Fat Northern Records  
**Ruth Gill** Head of Interpretation,  
Historic Royal Palaces  
**Ruth Gould** CEO, DaDa – Disability & Deaf Arts  
**Sally Goldsworthy** Director, Discover  
**Sarah Munro** Artistic and General Manager, Tramway  
**Seonaid Daly** Producer, Glasgow Film Festival  
**Sharnita K Athwal** Director, Shaanti / Owner,  
The Hockley Bar & Restaurant  
**Sharon Watson** Artistic Director,  
Phoenix Dance Theatre  
**Siobhán Bales** Managing Director, bgroupp  
**Sophie Thomas** Founding Director,  
thomas.matthews communication design  
**Theresa Heskins** Artistic Director, New Vic Theatre  
**Vanessa Reed** Co-Director,  
PRS For Music Foundation (PRSF)

The Cultural Leadership Programme team extend warm thanks to the Women to Watch judging panel and the senior leaders who nominated a 'Woman to Watch'.

**Diane Morgan** W2W Project Manager  
**Colman Getty** PR and Event Management  
**Stephanie Haughton-Campbell**  
Copyrighting and editing  
**Janie Airey** Photography  
**INTRO** Design



creative  
& cultural  
skills



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