

AT A GLANCE SCHEDULE

WEDNESDAY 25 JANUARY - BOURNEMOUTH INTERNATIONAL CENTRE	
12.30	Registration opens and Welcome Lunch
	TREGONWELL HALL
14.00	OFFICIAL OPENING
15.00	Tea / Coffee Networking Break
15.30-17.00	Disruption: Learning from the USA
18.00	Coaches to Lighthouse, Poole
18.30	Pre-concert supper
19.30	BOURNEMOUTH SYMPHONY ORCHESTRA CONCERT
21.45	Coaches to the Hotel

THURSDAY 26 JANUARY - BOURNEMOUTH INTERNATIONAL CENTRE					
08.30	Registration Opens				PURBECK OFFICE
	TREGONWELL HALL				
09.30	Q&A with Kirill Karabits				
10.15	Diversity: The Need for Change				
11.00	Tea / Coffee Networking Break				
	TREGONWELL HALL	BAY VIEW SUITE 1	BAY VIEW SUITE 2	TREGONWELL SEMINAR SUITE 2	
11.30	The Diversity Challenge: The Musician	Learning from Sport: Football Focus	Disruption: Artist Managers v Promoters v Orchestras		
13.00	Lunch Break				
14.00	The Diversity Challenge: The Conductor	Disruption: Participation	The Diversity Challenge: Building the Plan	Disruption: Innovating Your Business Model	
15.15	Tea / Coffee Networking Break				
15.45	Diversity: The Composer	Diversity: The Disability Deficit	Disruption: From Indie to Mainstream	Diversity: The Audience	
17.00-17.30	Alan Davey speech				
19.00	Pre-Dinner Reception Bournemouth Pavilion				
20.00	CONFERENCE DINNER and AWARDS				

FRIDAY 27 JANUARY - BOURNEMOUTH INTERNATIONAL CENTRE					
09.00	Registration Opens				PURBECK OFFICE
	TREGONWELL HALL	BAY VIEW SUITE 1	BAY VIEW SUITE 2	TREGONWELL SEMINAR SUITE 2	
09.30	Classic FM: Digital Disrupters	The Diversity Challenge: Governance and Leadership	Find Your Way: Future Disrupters	Design Your Disruption	
10.30	Tea / Coffee Networking Break				
11.00	Diversity: Leadership and Management	Disruption: The Digital Concert	Disruption: Music Journalism		
12.30	Darren Henley speech				
13.00	Lunch Break				
	TREGONWELL HALL				
13.45	Political Disruption				
15.00-15.30	CLOSING SESSION				

2017 CONFERENCE SCHEDULE

WEDNESDAY 25 JANUARY

12:30 REGISTRATION AND LUNCH
BOURNEMOUTH INTERNATIONAL CENTRE

14:00 OFFICIAL OPENING
TREGONWELL HALL
Welcome to delegates from **Kathryn McDowell CBE**, Chair of the ABO, **Dougie Scarfe**, Chief Executive, Bournemouth Symphony Orchestra and **Sam Jackson**, Managing Editor, Classic FM. Along with the launch of the ABO's statistical survey for the 2015/16 season, expect disruptions and surprises!

15:00 NETWORKING BREAK sponsored by **BACH**



15:30-17:00 DISRUPTION: LEARNING FROM THE USA
TREGONWELL HALL
Disruption and the diversity challenge are not unique to British orchestras. As a curtain raiser to our in-depth discussions on Thursday, we hear from key speakers from the USA on how American orchestras and concert halls are approaching diversity and inclusion, the role of musicians and managers in effecting transformation, and how orchestras are adapting to technological change. Chaired by **Cathy Graham**, Director of Music, British Council and featuring **Christopher Gruits**, Executive and Artistic Director, Annenberg Center for the Performing Arts; **Alexander Laing**, Principal Clarinet, Phoenix Symphony Orchestra; **Jesse Rosen**, President and CEO, League of American Orchestras and **Jessica Schmidt**, Helaine B. Allen Director of Education and Community Engagement, Boston Symphony Orchestra.

18:00 COACHES from the Hilton to Lighthouse, Poole

18:30 PRE-CONCERT SUPPER
LIGHTHOUSE, POOLE
Hosted by **Bournemouth Symphony Orchestra** and sponsored by **Investec Wealth & Investment**

19:30 BOURNEMOUTH SYMPHONY ORCHESTRA CONCERT
LIGHTHOUSE, POOLE
Broadcast live on **BBC Radio 3**



Prokofiev	Violin Concerto No. 2	
Shostakovich	Symphony No. 8	
	Kirill Karabits	Conductor
	Valeriy Sokolov	Violin

21:45 COACHES from Lighthouse, Poole to the Hilton

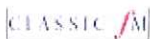


Bournemouth Symphony Orchestra

THURSDAY 26 JANUARY

08:30 **REGISTRATION OPENS**
BOURNEMOUTH INTERNATIONAL CENTRE

09:30 **Q&A WITH KIRILL KARABITS**
TREGONWELL HALL



Following the Bournemouth Symphony Orchestra concert the night before, **Anne-Marie Minhall** of Classic FM leads a conversation with **Kirill Karabits**, Chief Conductor of the BSO, Classic FM's Orchestra in the South of England. What is his view on the state of British orchestras today, and what is the role of the conductor and music director in broadening reach and repertoire, to ensure orchestras remain relevant to contemporary society?

10:15 **DIVERSITY: THE NEED FOR CHANGE**
TREGONWELL HALL

To help put our diversity discussions in context, three speakers will lay down a challenge to our sector on the creative case for change in the artistic workforce, from players to conductors and composers. Led by consultant **Beverley Mason**, with **Hannah Kendall**, composer; **James Murphy**, Managing Director, Southbank Sinfonia and **Chi-chi Nwanoku MBE**, Double Bassist, Founder, Artistic and Executive Director Chineke!.

11:00 **NETWORKING BREAK**

11:30 **THE DIVERSITY CHALLENGE: THE MUSICIAN** in association with **London Music Masters**
TREGONWELL HALL



The lack of diversity among our players has been subject to intense scrutiny of late, with a specific challenge laid down by the former Culture Minister at our conference last year. However, we know that professional employment is the sharp end of an intricate and fragile talent pipeline. Feeding in the outcomes of a range of recent debates on this issue, the first of our 'facilitated conversations' will provide an opportunity for delegates to identify practical changes they can make in their own organisation to achieve maximum benefit from diversifying the workforce and talent pool. Led by **Rob Adediran**, Executive Director, London Music Masters the innovative format of this session will revolve around three filmed provocations from a diverse group of leading artists, executives, business people and educators. Round table conversations will be facilitated by experienced professionals and actions leading from these conversations will be supported in the months after the conference by a team of volunteer advisors.

LEARNING FROM SPORT: FOOTBALL FOCUS

BAY VIEW SUITE 1

Following our successful series of sessions at recent ABO conferences on learning from sport, we turn our attention back to football. Bournemouth AFC has had a fairy tale rise through the divisions since its near extinction in 2009, and is now flying high in the Premiership. How did it achieve this, what changes did it have to make to its business model, and what has been the role of its fans in securing its future? How does it maintain excellence and compete in the global marketplace for players, and what impact might Brexit have on the future of Premiership football? **Dougie Scarfe**, Chief Executive of Bournemouth Symphony Orchestra leads a conversation with **Jeff Mostyn**, Chairman of AFC Bournemouth.

DISRUPTION: Artist Managers v Promoters v Orchestras

BAY VIEW SUITE 2

In the spirit of this year's "disruption" theme, this highly interactive session embraces and celebrates the very different and sometimes conflicting roles played by artist managers, promoters and orchestra managers. The session is led by professional systems coaches, **Trudy Wright** and **Jessica Farrell**, and creates a unique opportunity for some of the industry's key protagonists to take part in frank and honest conversations with the aim of increasing understanding and awareness around the different challenges faced by these diverse roles. We invite you to experience a fresh and creative approach to demystifying age-old industry politics.

13:00 **LUNCH**

14:00

THE DIVERSITY CHALLENGE: THE CONDUCTOR

TREGONWELL HALL

Our industry faces constant accusations of being 'male, pale and stale', and nowhere is this more acute than in our selection of conductors and music directors. What are the barriers to and unconscious biases that impede progression for women and people from minority groups? In the second of our facilitated conversations, we'll take an in-depth look at our potential to nurture and engage with a more diverse roster of conductors. Led by **James Murphy**, Managing Director, Southbank Sinfonia and featuring **Alice Farnham**, conductor; **Lucy Kerbel**, Director, Tonic; **Lydia Connolly**, joint Managing Director, HarrisonParrott and **Stephen Maddock OBE**, Chief Executive, CBSO.

DISRUPTION: PARTICIPATION

BAY VIEW SUITE 1

How is the music education sector adapting to changes in funding in the delivery of music education? From new models for music services, the delivery of orchestral learning and participation, to technological disrupters, we take a look at successful solutions to the challenges. Chaired by **Claire Whitaker OBE**, Director, Serious, with **Lisa Tregale**, Head of Participation, Bournemouth Symphony Orchestra, **Phil Castang**, Head of Bristol Plays Music, Bristol Music Trust, and **Luke Ritchie**, Digital Director, Philharmonia Orchestra and **Alexandra Brierley**, Director of Education, Philharmonia Orchestra.

**THE DIVERSITY CHALLENGE: BUILDING THE PLAN** sponsored by **ISM**

BAY VIEW SUITE 2

Many ABO members have been wrestling with the challenge of implementing Equality Action Plans and developing effective strategies for a step change in diversity and inclusion. We hear from two inspirational speakers from the UK and the USA who are leading the way in generating institutional transformation, to help delegates forge their own agenda for change. Chaired by **Deborah Annetts**, Chief Executive, ISM, with **Tunde Ogungbesan**, Head of Diversity, Inclusion and Succession, BBC and **Jessica Schmidt**, Helaine B. Allen Director of Education and Community Engagement, Boston Symphony Orchestra.

**DISRUPTION: INNOVATING YOUR BUSINESS MODEL** in association with **AMA**

TREGONWELL SEMINAR SUITE 2

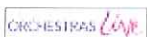
How might orchestras adapt to remain vital, relevant and resilient in an ever-changing world? **Julie Aldridge**, consultant and former Executive Director at the AMA will share stories from a range of arts and cultural organisations internationally, sharing insights about how they are seeking to advance their artistic vision, while also ensuring a financially viable future. She will use the 'business model canvas' to sketch out a number of different models and ideas that are currently being explored within the arts. She will also share a few thoughts and top tips about how to review your own model and start to consider how you might innovate around this to drive a vibrant, successful future.

15:15

NETWORKING BREAK15:45-
17:00**DIVERSITY: THE COMPOSER** in association with **BASCA**

TREGONWELL HALL

Following the recent BBC Radio 3 and BASCA seminar on diversity and inclusion in composition, what were the key learning points for orchestras? In our third facilitated conversation, members will explore the opportunities for developing an action plan for programming a diverse range of voices, and be challenged on three core questions: How does your orchestra choose which composers to commission? Are there ways in which this process favours some demographics over others? What change can your orchestra make to its commissioning procedure to make the system fairer? Led by **Vick Bain**, Chief Executive, BASCA, and featuring **Alan Davey**, Controller, BBC Radio 3.

**DIVERSITY: THE DISABILITY DEFICIT** in association with **Orchestras Live**

BAY VIEW SUITE 1

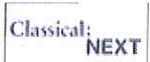
Taking disability as its focus, this session will look at the positive impact of interventions which embed inclusion in orchestral programming and planning. How can we co-ordinate and learn from innovative approaches to bring disabled musicians and audiences with additional needs into the heart of the orchestral experience? What new artistic avenues are opened up by the development of assistive technology for disabled musicians? And how will we ensure that young disabled musicians are able to realise their musical potential and join the orchestras of the future? Key messages and actions arising from the recent Orchestras Live Symposium 'Orchestras for Everyone?' will provide a national context for further debate. Chaired by **Sarah Derbyshire MBE**, Chief Executive, Orchestras Live and featuring Orchestras Live's Disabled Music Leader Development programme, **Lisa Tregale**, Head of Participation, Bournemouth Symphony Orchestra, **James Rose**, Conductor & Bournemouth Symphony Orchestra Change Maker and **Doug Bott**, Musical Director OpenUp Music.



DIVERSITY: THE AUDIENCE in association with **AMA**

TREGONWELL SUITE 2

Building a strong, loyal, local, diverse audience is key to the success of many arts organisations and achieving this needs strong leadership. During this session **Mel Larsen**, consultant to the AMA, will look at diversity in its broadest terms and help you think through the challenges your organisation is facing in reaching new audiences. Providing space for discussion Mel will present case studies of how other organisations have successfully diversified their audiences.



DISRUPTION: FROM INDIE TO MAINSTREAM in association with **Classical:Next**

BAY VIEW SUITE 2

The 'indie classical' movement has been making waves across our industry. What are the key learning points from recent Classical:Next conferences, is there a model of 'disruptive innovation' for our sector, should initiatives such as the Street Orchestra of London become embedded in professional practice, and how might we best develop the independent creativity of our orchestral musicians? Chaired by **Catherine Arlidge MBE**, Sub-Principal Second Violin, CBSO, with **Jennifer Dautermann**, Director, Classical:Next, **Sophie Lewis**, Chief Executive, Sinfonia Cymru, **Eleanor Ward**, Executive Director, Nonclassical, and **Emma Purslow**, Leader, Street Orchestra of London.

**17.00-
17.30**

PIONEERING BBC RADIO 3 INVITES YOU TO A 'PIE-AND-HEAR' SESSION!

TREGONWELL HALL

That's right, grab a mini-pie and beer and come and hear **Alan Davey**, the Controller of BBC Radio 3, talk about some of his plans for the future of Radio 3, diversity in classical music and how the orchestral community can work with the pioneering BBC radio station which aims to connect audiences with remarkable music and culture.

19:00



PRE-DINNER RECEPTION sponsored by the **British Council**

BOURNEMOUTH PAVILION

20:00

CONFERENCE DINNER

BOURNEMOUTH PAVILION

Featuring the presentation of the ABO Award and Rhinegold Awards by **Anne-Marie Minhall**, presenter, Classic FM.



FRIDAY 27 JANUARY

09:00

REGISTRATION OPENS

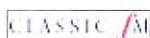
BOURNEMOUTH INTERNATIONAL CENTRE

09:30

THE DIVERSITY CHALLENGE: GOVERNANCE AND LEADERSHIP

BAY VIEW SUITE 1

Building on the success of last year's Trustees Day, this year we provide another opportunity for chairs, trustees and senior managers to participate in group learning and network with those in a similar position in a confidential space. The first session of the morning, chaired by **Terence O'Rourke MBE**, Chairman, Bournemouth Symphony Orchestra will focus on governance and diversity, where delegates will be joined by **Darren Henley OBE**, Chief Executive of Arts Council England, before attendees join delegates for the rest of the conference.



CLASSIC FM: DIGITAL DISRUPTERS

TREGONWELL HALL

We live in a constantly-changing environment, where real-time updates make news outdated in seconds. How do big brands, both musical and outside classical music, present their products to audiences amidst the constant noise of political and social stories? Classic FM's Managing Editor **Sam Jackson** brings together the founders of two respected marketing agencies, **Patrick Hammond**, Founder and Director, Hot Pickle and **Stephen Wise**, Co-Founder, Trigger Buzz, along with the world's leading music company, Universal Music Group, to demonstrate the techniques they've been using to bring high-quality, engaging digital content to millions of users across the world, and to discuss how these methods can be translated into the musical sphere.



DESIGN YOUR DISRUPTION in association with Classical:Next

TREGONWELL SUITE 2

This workshop will help participants learn to think differently when confronted with a challenge. What sort of stakeholders are challenging in your work? What do those stakeholders REALLY want? How do they REALLY feel? Guided by Design Thinking Trainer **Hedi Schaefer**, you will step into those shoes, looking at the challenge from their perspective to come up with solutions which better fit their needs. The basis of this mini-workshop is Design Thinking, a creative, human-centred approach to innovation widely used in a range of service, product and entertainment industries. It's a methodology used by designers to solve complex problems and find desirable solutions for the end-user.

FIND YOUR WAY: FUTURE DISRUPTERS

BAY VIEW SUITE 2

Following last year's successful pilot of an emerging leaders programme, this year's Find Your Way participants **Anthony Brice**, Head of Concerts and Education, Academy of Ancient Music, **Jenny Chadwick**, Head of Concerts and Touring, Academy of St Martin in the Fields, **Matt Downes**, Orchestra Manager, Welsh National Opera, **Jeongmin Kim**, Sub-principal 2nd Violin, London Philharmonic Orchestra, **James Thomas**, Orchestra Manager, Sinfonia Cymru and **Alex Walden**, Orchestra Manager, BBC Concert Orchestra curate a session looking at the role that the next generation of leaders can play in disrupting the orchestral business model.

10:30

NETWORKING BREAK sponsored by ISM



11:00-12.15

DIVERSITY: LEADERSHIP AND MANAGEMENT

TREGONWELL HALL

It's all very well talking about the need to make our artistic workforce more representative of the communities we serve, but what about management itself? How do we build Diversity into our recruitment practice, and what is the role of leadership in achieving this? What can we learn from the wider creative industries? Chaired by **Michael Eakin**, Chief Executive, Royal Liverpool Philharmonic, with **Abid Hussain**, Director, Diversity, Arts Council England, **Krishna Thiagarajan**, Chief Executive, Royal Scottish National Orchestra and **Deborah Williams**, Executive Director, Creative Diversity Network.

GRAMOPHONE

DISRUPTION: THE DIGITAL CONCERT in association with **Gramophone**

BAY VIEW SUITE 1

Streaming concerts continues to show potential as a mechanism for extending audience reach. Curated by **James Jolly**, Editor-in-Chief of Gramophone magazine, we look at lessons learnt so far, and what's next in the digital realm. With **Christopher Gruits**, Executive and Artistic Director, Annenberg Center for the Performing Arts, **Matt Parkin**, Head of Studios at the Royal College of Music and **Henning Målsnes**, Communications Director, Bergen Philharmonic Orchestra.

DISRUPTION: MUSIC JOURNALISM

BAY VIEW SUITE 2

While we analyse the impact of disruption on our sector, print media is already wrestling with the challenge to its business model. Now that everyone online is a critic, is music journalism going the way of the dinosaurs? Or is it a case of adapt to survive? How do orchestras, PRs and journalists continue to work together to ensure great writing and great music continue to thrive? Led by **Matthew Swann**, Chief Executive, City of London Sinfonia with journalist **Shirley Apthorp**, **Ginny Macbeth**, Director, Macbeth Media Relations, **Alexandra Coghlan**, music journalist, critic and author and **John Allison**, music critic, The Telegraph.

12:30

HOW WE CAN MAKE MORE OF OUR AMAZING MUSICAL TALENT

TREGONWELL HALL

Speech by **Darren Henley OBE**, Chief Executive, Arts Council England

13:00

LUNCH

13:45



POLITICAL DISRUPTION in association with the **British Council**

TREGONWELL HALL

There is no more disruptive force than politics. From public funding priorities to the impact of Brexit, the decisions of government ministers and politicians can make or break the orchestral business model. Curated in partnership with the British Council, our closing session brings together key speakers to give us a map of the political road ahead. Chaired by **Graham Sheffield CBE**, Director of Arts at the British Council, panellists include **Nick Capaldi**, Chief Executive of Arts Council of Wales, **Hilary Boulding**, Principal, Royal Welsh College of Music and Drama, journalist and broadcaster **Bidisha**, writer and performer **AL Kennedy**, and **David Warburton MP**, chair of the All Party Parliamentary Group on the British Council and vice-chair of the All Party Parliamentary Group on Music.

15:00-

15.30

CLOSING SESSION

TREGONWELL HALL

Our closing session includes a wrap-up of our diversity sessions with **Beverley Mason** and an introduction to the 2018 Conference in Cardiff, hosted by the BBC National Orchestra of Wales, Sinfonia Cymru and Welsh National Opera.

