



**MUSIC**  
**LEADERS**  
*network*



WE DELIVER **LIFE-CHANGING** LEADERSHIP DEVELOPMENT FOR MID-CAREER WOMEN IN MUSIC THAT SUPPORTS THEM TO REACH THEIR **FULL POTENTIAL**



# CO-FOUNDERS

Music Leaders Network is led by Tamara Gal-On (left) and Remi Harris MBE (right).

Remi's been a trusted music industry figure since 2000 with Exec. roles at **AIM** and **UK Music** and as a trainer and coach for the **Musicians Union, IMPALA, Barbican Centre, and Universal Music.**

Tamara has worked with women in music as a coach since 2007 including with **Keychange, Music Publishers Association, Warner Chappell, Iceland Airwaves Festival** and **Help Musicians.**



# WHAT WE DO

We are an **independent business** supporting the development of leaders in music.

Our core programme, **Music Leaders Network**, trains mid-career women in music with 5-years experience in leadership skills over a 5-month period.

Each cohort of 12 transforms their **self-awareness, confidence and effectiveness** through investing around 90 minutes per week on a blend of executive coaching, reading, remote and in-person training and the support of the network.

We seek to be **inclusive**, so provide bursary places to help with costs for self-employed artists, solopreneurs and women from charitable organisations. We welcome trans and non-binary people.

After the programme members have **access to a network** of 70 (and growing) alumnae with activities online and in person and a private WhatsApp group.

The logo for Music Leaders Network is contained within a teal square border. It features the word "MUSIC" in a bold, dark blue, sans-serif font at the top. Below it, the word "LEADERS" is written in a teal, sans-serif font. At the bottom, the word "network" is written in a dark blue, lowercase, cursive script font.

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# OUR 2023 COHORT



CEO

Head of Joint Ventures

Solicitor

A&R Director

Senior Lecturer

Freelance Music Producer

Orchestra, Concerts and Project Manager

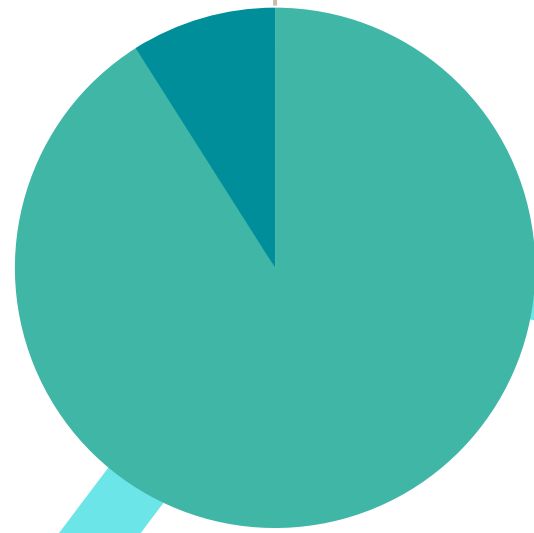
Board Director



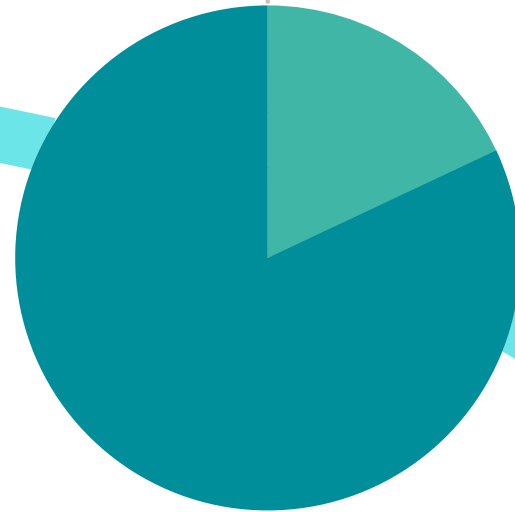
# MUSIC LEADERS NETWORK

## IMPACT

91% Said they were  
**more confident**



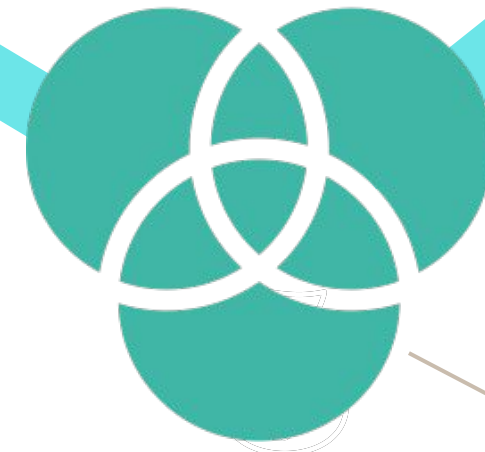
92% Said they were  
a **more effective leader**



**“Life Changing”**  
“I’m earning 80% more”  
“The most valuable programme I’ve ever attended”



Of our 2022 group 82% found the programme **highly relevant to their music role**



100% across all cohorts rate the programme as excellent or good.

# WHAT LEADERS SAY ABOUT US



## Aine Markey

General Manager - Blue Raincoat Music/Chrysalis Records

*I think most women should do this course!*

*I would say it's for **anyone who is looking to take a next step up in their career**, those who have created barriers as to why they shouldn't be in a higher position or shouldn't be following their dreams. I think this course would be amazing for them.*



## Katie Eckett

Manager, Business & Legal, MERLIN

*The most important thing I have gotten out of this course is the network of amazing women and the opportunities that have arisen just by knowing them.*

*We have all fed into helping each other, **it's been a massive support network.***



## Carina Cosgrave

Violone and Double Bass Player and Professor of Baroque Bass - Royal College of Music

*The confidence that Remi and Tamara have encouraged us to have in our own ideas, our own values and how to bring them into your working life...it's **confidence, space, belief**, not just in myself but in everyone I am working with, (belief) in what the industry can look like.*

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# WHAT ORGANISATIONS SAY ABOUT US



## **Juliette Edwards**

Deputy Chief People Officer Talent and Wellbeing

*Several PPL employees have already completed the Music Leaders Programme, with more currently involved. It is a great way to bring women in senior roles in the industry together to share experiences and explore who they are - and want to be - in the working world. Our graduates reported feeling equipped to apply their learnings in the workplace, with improved all-round performance in their roles.*



## **John Shortell**

Head of Equality, Diversity & Inclusion Equalities  
The Musicians Union

*The Musicians' Union wanted to ensure that there was diversity of representation on our committees, so we invested in the leadership development of one of our black female members on the programme. Through the programme they developed aspects of their own career, but also developed their role on our London Regional Committee. They are a valued member of the committee who has spoken up impactfully about various issues including agreements or the working conditions of orchestral members. I'd 100% endorse the Music Leaders Network programme as effective in helping break down barriers to leadership, benefitting the organisation as well as the individual member.*



## **Alison Wenham**

COO  
Blue Raincoat Music / Chrysalis Records

*After the programme I noticed our senior manager had more confidence and more self-belief. Her skills were validated by a wider group outside of the limited company view, and it improved her hard leadership skills but also her soft skills. She is now much more assertive, more sure-footed, more persistent and more rounded. She has grown into the talents she had, but didn't realise that she had. She is still an ally and supporter of colleagues but with greater ability to resolve problems - that has benefited the team and wider-business.*

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# PROGRAMME TIMELINE

March 2024

## Applications for Music Leaders Network Open

We want to hear from women and non-binary people who have 5 - 25 years experience in the music industry.

Music Leaders Network is a that combines group sessions, peer to peer learning circles and one-to-one coaching.

September 2024

## Course Commencement

The course consists of contact every week with a mix of group sessions, peer supported learning circles in small groups and one to one coaching with Remi and Tamara.

A place in Music Leaders Network is an investment of **£6,000 sterling + sales tax** as applies by country per person.

January 2024

## Course Completion

A half day session with the group completes the coaching portion of Music Leaders Network

A **limited** number of bursary places which will cover up to 40% of the fees are available to candidates who are artists, working for registered charities or self-employed and paying for their own place.

Into The Future

## Join a Network of over 70 Alumnae

Our cohorts continue to support each other long after the course is complete - each group has a dedicated WhatsApp and is part of our LinkedIn page. The participants now have a network of women in the industry to support them throughout their career.

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# YOUR PLACE INCLUDES

- ❖ Two full days of in person sessions with your cohort
- ❖ Two in-person networking lunches
- ❖ 8 x 90-minute online live group workshops
- ❖ 5 x 60 minute personal sessions of executive coaching with Remi Harris MBE or Tamara Gal-On
- ❖ Access to two of the UK's top creative coaches
- ❖ Professional headshots and feedback on Bio for our visibility challenge
- ❖ Written and video resources
- ❖ DISC Leadership assessment and communication training
- ❖ 5 x Learning circles to network with members and get accountability actioning change
- ❖ Network specific events, learning and networking opportunities
- ❖ A supportive network of over 70 alumnae to provide a confidential sounding board

# APPLICATIONS ARE NOW OPEN

Applications are **now open** to join our September 2024 cohort. Click the link below to submit your application form. We interview and offer places on a rolling basis, so ***please submit your application early*** for the best chance of securing your place.

***CLOSING DATE FOR APPLICATIONS 31st MAY 2024***

Contact Remi for more information about the programme.



[remi@remiharrisconsulting.com](mailto:remi@remiharrisconsulting.com)



[Music Leaders Network](#)



[Application form](#)

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