



MUSIC
LEADERS
network

nordic



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).

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

Remi has 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**, **PRS Foundation (Keychange, Power Up)** and **Universal Music UK**.



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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 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.



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OUR 2024 NORDIC COHORT



Managing Director of Performer and Neighbouring Rights Association AGATA

Senior Advisor, Iceland Music. Expert In Art & Contemporary Music and Cultural Policy

Digital Accounts Strategy Director EMEA, FUGA

Keychange Project Manager, Coordinator Musikcentrum Öst and Performer

Consultant, Thrust Productions (Tour Management and Production Coordinator)

Head Of DEI & Behaviour, Roskilde Festival

Sync Manager/Independent Music Supervisor

CEO, In Place of War. Artistic Director. Activist. Change-Maker. Honorary Research Fellow at The University of Manchester.

Project Manager at The Swedish Society of Composers & Director of shesaid.so Sweden

Music Festival and Artist Relations & Administration Expert, Author, Advisor for Arts Promotion Centre



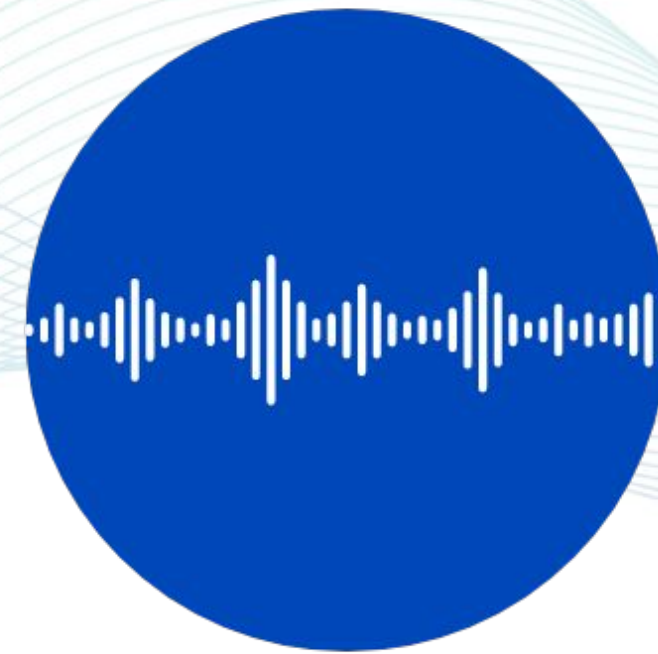
IMPACT

98% across all cohorts
rate the programme as
excellent or good.

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

91% Said they were
more confident
92% Said they were
**a more effective
leader**

“The **most valuable**
programme I've ever
attended”



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.



Paulina Ahokas

Managing Director of Tampere Hall Ltd,
Tampere, Finland

I have had the pleasure of working with Tamara Gal-On on several occasions.

Tamara is incredibly good in coaching people to achieve their best, and has a unique ability to communicate her message to larger audiences.

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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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A PAN-NORDIC MUSIC LEADERS NETWORK

Both Tamara and Remi have had the privilege of working in Nordic countries and with Nordic clients over the years including through projects for **Keychange, Music x Media, Iceland Music Export, Iceland Airwaves Festival** and **Tallinn Music Week**.

We're excited to continue to offer a dedicated programme for participants in the Nordic region.

The work of Nomex and individual countries to establish a collaborative network and export partnership and the close connections that have been built with the UK make a Nordic cohort a natural fit.

As the network grows with each new cohort we are keen to make it as valuable as possible to its members.

Music is an international business. We aim to connect our Nordic participants to with our UK members, creating an international network of leaders across the music industry.

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PROGRAMME TIMELINE

April 2024

Applications for Music Leaders Network Nordic 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 programme that combines group sessions, peer to peer learning circles and one-to-one coaching. You will have an activity each week over four months.

March
2025

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.

June 2025

Course Completion

A one day session with the group in London 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 days of in person sessions with your cohort in London (4 March and 17 June 2025)
- ❖ Access to two of the UK's top creative coaches
- ❖ 8 x 90-minute group workshops over 4 months
- ❖ 5 x 60 minute personal sessions of executive coaching with Remi Harris MBE or Tamara Gal-On
- ❖ Professional headshots and Bio for our visibility challenge
- ❖ Written and video resources
- ❖ DISC Leadership assessment and communication training
- ❖ 5 x Learning circles to get to know other group members and have support with actioning change
- ❖ Network specific events, learning and networking opportunities
- ❖ A supportive network of over 70 alumnae to provide a confidential sounding board going forward

APPLICATIONS ARE NOW OPEN

Applications are **now open** to join our Nordic 2025 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 Friday, 27th September 2024

Contact Tamara for more information about the programme.



tamara@tamaragalon.com



[Music Leaders Network](#)



[Application form](#)

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