

NORDIC AMBITIONS

THEATRE - MENTORSHIP - NETWORKS

NORDIC AMBITIONS

Nordic Ambitions is a new mentorship program for theatre leaders in the Nordic region, initiated by Nordiskt Teaterledarråd in collaboration with The Nordic Culture Fund. The one-year program develops the participants' leadership skills and promotes Nordic networks between theatres.

Nordic Ambitions is coordinated by Nordiskt Teaterledarråd as a partner project between the Nordic employers' associations for the performing arts in Finland, Sweden, Denmark, Norway and Iceland.

The creative industry of the performing arts is structured similarly in the Nordic countries. At the same time, there are also many things we can learn from each other. Nordic Ambitions recognises great potential in a method for leadership development based on a Nordic perspective, and for a program specifically tailored for theatre.

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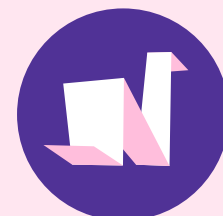
DANSK TEATER

MAGNÚS GEIR ÞÓRÐARSON

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JOHANNA WELANDER

(NORDIC AMBITIONS COORDINATOR)
SUOMEN TEATTERIT – FINLANDS TEATRAR



MENTORSHIP TO CONNECT AND INSPIRE

When Homer wrote of Odysseus, who entrusted the care of his family to his youthful companion Mentor during the siege of Troy, little did he know he was creating a learning model for centuries to come. Mentor came to care for Odysseus' son Telemachus over a period of ten years, acting as his protector, teacher and friend. To this day, their relationship serves as inspiration for how knowledge, skills and values can be passed on from an experienced individual to a younger peer.

Theatre managers today are expected to navigate towards artistic excellence while successfully managing personnel and financially sound operations in a complex industry currently facing many challenges. The Nordic council of theatre leaders, Nordiskt Teaterledarråd, launches the mentorship program Nordic Ambitions to build leadership and professional networks for Nordic theatre. We believe that good mentorship provides support for the demanding managerial tasks at hand. We want to enable mutual learning and shared experiences that all participants can benefit from in their work.

By forming mentor pairs from different countries, we also want to create new cross-border contacts. Participants will have the opportunity to learn about working conditions, organisational culture and sector structures in another Nordic country. It may also be liberating to share difficult professional issues with peers from a geographically distant region.

It is our hope that Nordic Ambitions will help strengthen both the personal leadership of participants as well as encourage future Nordic cooperation between theatre organisations.

NORDISKT TEATERLEDARRÅD NTLR





THE NORDIC CULTURE FUND - SUPPORTING NORDIC INITIATIVES

The Nordic Culture Fund, established in 1966, supports cultural cooperation between the Nordic countries and is a catalyst for art and cultural life in the region. Since 2020, we have partnered with a number of initiatives that contribute to new knowledge and stimulate policy development in various areas.

We believe in people connecting, even more so now that recent major global and social events have distanced us from one another. We believe that art and culture are without borders, and that in times of upheaval, when nations close in upon themselves, art can act as a focal point connecting us and bridging gaps.

Nordic Ambitions is shaping the future of the performing arts by connecting and supporting theatre professionals. The program creates a platform for meaningful networks and collaboration between the Nordic regions. We couldn't be happier to support the initiative. After all, it is perfectly aligned with our own objectives.

We look forward to a year of encounters, exchanges and experiences!

BENNY MARCEL

DIRECTOR, THE NORDIC CULTURE FUND



Teatret Mollen: Den Vaegelsindede
Foto: Søren Hasselgaard Skaaning

PROGRAM OUTLINE 2023–2024

Program objectives

- To strengthen leadership in the performing arts by supporting theatre managers who want to develop in their current leadership role through conversations and exchange of experiences with more experienced colleagues.
- To strengthen the ties between theatre directors from the various Nordic countries through personal meetings, study visits and cultural experiences.
- To contribute to rebuilding Nordic cooperation in the performing arts after the pandemic.

Mentorship

The traditional concept of mentorship builds on experience and support shared from established professionals to younger peers. A relationship based on dialogue and exchange is a two-way street and Nordic Ambitions foresees mutual benefits, growth and insight for both mentors and mentees.

The program includes four network meetings (1–2 days), including online seminars. The mentor pairs meet for individual sessions at least seven times during the year (on-site and online). Travel expenses are covered by the program for mandatory on-site seminars and at least one on-site mentor meeting in the pairs' respective hometowns.

All mentors within Nordic Ambitions are established theatre professionals currently active in the Nordic regions. The mentors receive appropriate coaching before the program commences.

Schedule

- Open call for mentees 1–21 March (online application)
- Matching of mentor pairs March/April
- Coaching workshop for mentors April/May (online)
- Opening seminar 7–8 June in Copenhagen
- Individual meetings for mentor pairs (on-site and online) August 2023 – May 2024
- 1–2 seminars for all participants (on-site or online)
- Closing seminar and program evaluation April/May 2024

Location and language

The program includes four joint network meetings (1–2 days) in different partner countries during the year, including some online seminars (tbc). The mentor pairs meet for individual sessions in the participants' hometown and online (travel expenses are covered by the program for at least one on-site meeting in each country).

The official language of the program is English. All participants are encouraged to network also in their local languages.

OPEN CALL 1–23 MARCH

Who can apply?

The program is targeted at leaders with direct or overall responsibility for artistic programming, currently employed at one of the Nordiskt Teaterledarråd (NTLR) network's member theatres. You can be either new in your role as leader, or more experienced. Most importantly, you have strong motivation to develop your leadership skills, broaden your horizons and expand your Nordic peer network. If you are not certain about your eligibility, please contact your regional contact for consultation.

When is the open call?

The open call for the 2023–2024 program is from 1–21 March 2023. A link to the online application form can be found on the regional Nordic Ambitions web pages.

How to apply

You will find a link to the online application on the web page of your regional association from 1 March. Send your application by 21 March.

Criteria and selection of participants

Formal criteria include current employment as theatre leader at one of the network's member theatres, and artistic responsibility.

Nordic Ambitions can facilitate a maximum of 10 mentorship pairs, which means that 1–2 mentees will be accepted from each country. NTLR has tied a pool of mentors to the program. After the open call for mentees closes, the council scans applications and matches pairs considered well suited for each other. The pairs will be matched so that mentor and mentee represent different countries.

NTLR reserves the right to select pairs which contribute to the overall dynamics of the group. We hope for an array of personal profiles, needs and backgrounds. All applicants will receive notice by the end of April.

Save the date

The program commences in Copenhagen with seminar, workshops and networking on 7–8 June. Please make sure you reserve this date as it is mandatory.

Following Nordic Ambitions from outside the program

Should you not be selected for Nordic Ambitions this time around, please make sure to consent to our informing you about public seminars and news provided over the course of the year. We hope you will join our network!

CONTACT

Nordic Ambitions program coordination

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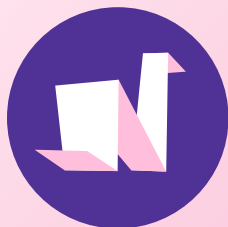
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NORDIC AMBITIONS

By



svensk scenkonst



Suomen Teatterinjohtajaliitto
Finlands Teatercheffsförbund

In collaboration with

**NORDISK
KULTURFOND**