



TRUSTEE BIOGRAPHIES

For election

Michael Elliott

Michael Elliott is a Trustee of the Birmingham Royal Ballet, a member of the Governing Body of Trinity Laban Conservatoire of Music and Dance, and a Pro-Chancellor, and Chair of the Fundraising Board, of the University of Wolverhampton. In the last 20 years he has served as the Chief Executive of both the Royal Liverpool Philharmonic and the Royal Scottish National Orchestra; as Director, Culture in the senior civil service of the Department for Culture, Media, and Sport (DCMS); and, until his recent retirement, as Chief Executive of the Associated Board of the Royal Schools of Music (ABRSM), the world's leading music exam board.

His early professional career spanned policy development in Europe, higher education, arts funding, and tourism, and he was appointed to his first Chief Executive role in 1989.

Michael has held voluntary roles in the arts and education sectors, including serving as a governor of schools and colleges in Sheffield and the West Midlands; as Chair of the Belgrade Theatre Coventry and Deputy Chair of the Sheffield Crucible Theatre; and as Chair of the Governing Body of the University of Wolverhampton.

He has acted as an advisor to both the DCMS and the Department for Education on key developments and has chaired national groupings of regional agency Chief Officers in arts funding and tourism at key moments of government driven sectoral change. He also served as Cultural Director for Liverpool 08.

He has a passion for dance, music, education, and social justice, and, as a member of the ISTD Council, he hopes to offer support and advice drawing upon his skills in, and knowledge of, business strategy and growth; organisational and digital transformation; international delivery and collaboration; and policy development, advocacy, and reputation management.

Leanne Kirkham

Leanne is originally from Blackpool where her dancing life began under the guidance of ISTD Fellows Ruth and Joan Langley, she then went on to train at Performers College, completing ISTD Associate qualifications. Upon graduating, Leanne performed in various productions including the UK Tour of 42nd Street, before returning to her hometown.

Leanne spent 10 years teaching at various dance schools, and whilst developing her teaching practice, was keen to ensure that dance was accessible to everyone. She undertook training in inclusive theatre with Chickenshed, which enabled her to broaden her knowledge, skills and confidence in teaching students of all abilities. Leanne then worked alongside teaching artists from The Royal Ballet School as part of the Primary Steps programme in her role as Joint Director of Dance at Bispham High School Arts College.

In 2010, Leanne undertook her BA (Hons) in Community Dance Practice, graduating in 2011 with First Class Honours. She then worked as Dance Education Officer at Northern Ballet in Leeds, before taking up the role of Director of Learning in 2016. As part of the Senior Leadership Team, Leanne oversees Equity, Diversity and Inclusion, is Designated Safeguarding Lead, and has responsibility for the Learning and Outreach programme. Her team have developed an in-school programme to support children to develop their physical and emotional wellbeing through dance, and recently worked in partnership with American Ballet Theatre to develop digital performances and engagement opportunities throughout the Covid-19 pandemic. Leanne is a proud advocate of inclusive dance, ensuring the programmes at Northern Ballet are accessible to all. Alongside her team, she recently worked with inclusive companies in Madrid and Rotterdam to develop new pedagogy in inclusive dance, with a focus on hyper-mobility and safe practice.

Sho Shibata

Sho was actively involved in the performing arts in Japan as a child, performing in various children's television and film productions as well as on stage with 'Les Miserables' directed by John Caird and 'Waiting for Godot' directed by the late Yukio Ninagawa.

He then moved to UK in 1995 and graduated from London School of Economics and Political Science in 2005 with a degree in Philosophy and Social Psychology. His studies gave him a theoretical understanding of how discrimination and segregation come about in social settings. After graduation, Sho worked at Arts Council England, South East and joined Stopgap Dance Company in 2008 to manage touring, outreach and dance development projects.

Sho began producing Stopgap's outdoor productions in 2009 with 'Tracking' and built its profile in the outdoor arts sector. His endeavours culminated with a Cultural Olympiad tour of 'SPUN Productions' in 2012. After successfully completing 'SPUN', Sho joined the company's senior management as the company's full-time producer.

Sho is a trustee of Imperial Society of Teachers of Dancing and a member of the Regional Council for Arts Council England.

Kathryn Williams

Rubicon's Director since 2014, Kathryn studied Dance at Roehampton. Her career has spanned IT, Finance, as well as the Third Sector and the Arts. As a postgraduate, Kathryn studied Entrepreneurship, she is a Lead Wales graduate and also Wales' first Pilotlighter.

Kathryn believes that access to the arts is a democratic right and this very much shapes her approach to what she does. Kathryn is also a School Governor, childcare campaigner, advocate for the arts and committed martial artist. She lives in the former mining community of the Rhondda in South Wales with her husband and teenage sons.

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Nafisah Baba (Appointed)

Nafisah is a Contemporary Dance Artist, based and freelancing in London. Nafisah started dancing at the Pamela Howard School of Dance where she studied Tap, Ballet and Modern. She then joined the West London School of Dance with Anna Du Boisson. Graduating from Tring Park School for the Performing Arts in 2015, with a Trinity National Diploma in Dance, Nafisah then joined Chrysalis London, under the direction of Jodie Blemings, where her love for Contemporary dance blossomed. During this time she gained a BA Honours Degree in Professional Practice at Middlesex University. In 2017, Nafisah won BBC Young Dancer.

She later joined Phoenix Dance Theatre as a Guest Artist and soon after began successfully working as a freelancer. She performed in Reckonings (as part of a Triple Bill at Sadler's Wells with Alessandra Seutin) and Inala (Choreographed by Mark Baldwin), and has enjoyed working with various companies and choreographers since, performing in the UK, Europe and Asia as well as featuring in dance films and music videos.

In 2019, Nafisah joined Zonation – The Kate Prince Company, performing in Message in a Bottle at The Peacock Theatre prior to lockdown. She has recently featured in Sadler's Wells Global Gala, Beyonce's movie 'Black is King', Ellie Goulding's first virtually livestreamed performance, 'The Brightest Blue Experience', and was part of 'Our Bodies Back' in collaboration with Sadler's Wells, Jonzi D and Jessica Care Moore. Nafisah has been previously nominated for a Hospital Club Award in the Rising Stars Category (2017), and was presented in the Guardian newspaper as one of the 'Five Dazzling Dancers to Watch' (2019). She is also currently a Dance Ambassador with One Dance UK.

Nafisah is honoured to be accepted and welcomed as a Trustee. She hopes her dance background, from growing up taking her ISTD and RAD exams, to her career and experiences in the dance world so far, will be an asset to the team. She is very much looking forward to contributing to the vision for the future of the ISTD and growing in her new role as part of a movement committed to making genuine change, and to guide, help and inspire people from all walks of life with a passion for the Arts.

Lynn Chandler

Lynn Chandler has spent nearly all her professional life in the education sector and enjoys bringing financial discipline and process to companies as they grow and scale.

Lynn graduated from Essex University in Economics in 1982 and qualified as a Chartered Accountant with Ernst & Young in 1985. She joined BPP Holdings plc, a professional education group which had just floated on the Stock Exchange, as Group Financial Controller in 1988; was promoted to Group Finance Director in 1995 and retired from full-time employment in 2005. Whilst at BPP, the group grew from a UK business with £6M turnover and 125 staff to an international group with turnover of over £130m employing 1,600 staff across 40 offices throughout Europe.

Since 2005 Lynn has worked part-time. In 2007 she was co-founder of a government sponsored vocational training business which was sold in 2014 to an AIM listed company. In 2014, Lynn joined Virtual Class, an educational start-up, as Chief Financial Officer and Company Secretary.

Lynn is currently a trustee of the Dance Professionals Fund (Royal Ballet Benevolent Fund) and previously served as a non-executive committee member of A2Dominion Housing Group (a registered social housing group with over 34,000 homes under management and an asset base of over £2bn) and as a non-executive director of an NHS Hospital Trust.

Lynn believes the Society is well placed to achieve its aspiration of being a world leader in dance education. She considers it to be an exciting and interesting time to become a Trustee of the Imperial Society of Teachers of Dancing and to be part of ensuring it succeeds in securing its future by expanding the Society's influence and status as a high quality, multi-genre dance examination board world-wide.

Tom Hobden

Tom Hobden is a Suffolk-based independent choreographer, educator, mentor and founder and CEO of UNIT and has built a diverse and impressive career in the dance industry since 2002. He is regarded as a national leader in community dance practice and most known for his intergenerational performances, his mentoring and breadth of knowledge across digital arts and creative businesses.

Within his role in UNIT he has created touring productions involving participatory casts, standalone films presented in film festivals across Europe and creative learning projects and consultancy for young dancers, graduates, and dance organisations as well as a flourishing YouTube channel.

Tom has significant experience in leading work with professional performers, dance educators, young people, FE and HE students, beginner and intermediate adults, older adults, young males, youth offenders and prison work as well as experience in inclusive practice and health and wellbeing settings.

As an educator and choreographer he has worked on behalf of organisations including the New Adventures, Royal Ballet School, Royal Opera House, Ballet Boyz, Dance East, Stopgap Dance, Studio Wayne McGregor, One Dance UK, Suffolk Art link, Dance United, Trinity Laban, Big Dance, Imperial Society of Teachers of Dancing, University of Suffolk. Tom has also had the opportunity to work alongside: Matthias Spurling, Tom Dale, New Art Club, Darren Ellis, Jasmin Varidimon Company, Luca Silvestrini, Etta Murfitt, Hofesh Schecter Company, Gecko Theatre, Alexander Whitley amongst others. Tom was associate artist at Dance East (2015 - 2017) Questlab Artist for Studio Wayne MacGregor (2018 - 2020) and Clore Short Course graduate (2017) and Guildhall Creative Entrepreneur (2019 - 2020)

Most significantly in his career Tom has led five large scale (250+ participants) intergenerational performances, curated Re:bourne's 'Overture' Programme (A national CPD programme for young leading community artists) and is a lead artist on the Chance to Dance programme for the Royal Opera House.

'When I think of the Imperial Society of Teachers of Dancing's ecology I think of its ambitious vision, its dynamic management and its dedicated members and education staff, all leading to an aspirational dance organisation and society. When considering becoming a trustee I am always looking to see where both my values and vision align and how I might be able to add value to the board and organisation with support, provocation and growing networks. With Ginny Brown's innovative new vision for the Society combined with long standing history of excellence I could not think better organisation in which to support through a trustees role. With my long-standing experience in community, education and independent dance at a national level, I recognised my potential to support the society with its growing future.'

Jeremy Kean FCCA

Jeremy was born in Buckinghamshire and educated at Rugby School. He first worked on the floor of the Stock Exchange for Akroyd & Smithers in the early 1970's before leaving the City to qualify as an accountant in 1981.

Jeremy's career included working at Aviva, Willis Faber and then Robert Fleming, before becoming the Finance and IT Director at the Financial Ombudsman Service. During his career he spent time abroad working in Paris, which enabled him to learn to speak French, and also travelled the world extensively in his other roles.

Retiring in 2010, apart from being the chairman of the Finance and Audit committee (F&A) at the Imperial Society of Teachers of Dancing, he now spends his time as the team leader of the Oxted Community First Responders with the South East Coast Ambulance Service, driving for a local charity that enables people to attend medical appointments, and helping with a charity based in Malawi that aims to improve the lives of small farmers and businesses. He is a trustee of the Mitchell City of London Charity & Educational Foundation as well as a past master of the Worshipful Company of Curriers.

Karen King

Karen King is the founder and principal of The Centre Performing Arts College (Centre PAC) and has been an examiner and committee member for the Modern Theatre Faculty of the Imperial Society of Teachers of Dancing and on behalf of the Society has taught tap dance to a group of MP's, who performed at a variety of charity events under the name "The Division Belles". Karen is currently a trustee for the Society and a member of the F&A and Nominations and Remuneration committees.

The Centre PAC offers outstanding, professional, practical training with guaranteed individual attention with graduates performing in the West End and a wide range of performing destinations. Karen is renowned for training dance teachers and is responsible for the exceptional and personally focused teacher training offered at The Centre PAC, with graduates teaching and running their own schools worldwide. In September 2018 The Centre PAC added the ISTD Level 6 qualification Diploma in Dance Pedagogy to its portfolio of qualifications, currently the only vocational college in Europe to offer a vocational training course in dance that leads to work as a professional performer combined with the ability to gain this prestigious qualification. Karen was delighted to be the 2017 recipient of the Imperial Award.

Keith-Derrick Randolph

Living and working in Europe for 33 years, native New Yorker Keith-Derrick is a choreographer, teacher and dance administrator. He has a broad dance education which includes ballet, modern, jazz, African, Afro Caribbean and Brazilian dance, as well as studying drama, music and lighting. In addition to his early education in 2005 Keith-Derrick received his Didactic Teacher's diploma and in 2010 a master's degree in choreography.

Keith-Derrick has been a choreographer in the Dutch independent dance scene, as well as choreographing and teaching abroad. For fifteen years he had a successful career as a dancer and choreographer with Scapino Ballet Rotterdam. For nine of those years he was on Scapino's artistic staff where he gained a wide and varied knowledge of all aspects of company management. As a ballet master, teacher and administrator, he managed and coordinated Scapino's workshops, the education program, apprentices, and the yearly auditions.

Keith-Derrick is now on the staff of Codarts Rotterdam – bachelor performing dance as a coordinator (practice and academic subjects, repertoire and performances) and teacher (ballet and partnering) and répétiteur. He is also member of the core team that runs Master Choreography – COMMA, a joint degree between Codarts and Fontys School of Fine and Performing Arts in Tilburg.

Keith-Derrick has also served on committees in key organisations within the Dutch dance world and is an accomplished costume designer.

Erin Sanchez (Retiring November 2021)

Erin Sanchez is an advocate, facilitator, and trainee researcher in dancers' health. As the Manager of Dancers' Health, Wellbeing, and Performance at One Dance UK, she collaborates with the Dance Medicine and Science Expert Panel, senior management, and workforce development team to determine and progress initiatives to empower the dance workforce to have sustainable and highly valued careers and to implement strategic objectives to improve health, wellbeing and performance. As Manager of the National Institute of Dance Medicine and Science (NIDMS) she is charged with ensuring a long-term future for NIDMS as a focal point to access dance medicine and science expertise, information and resources, and providing wider access for dancers across the UK to specialist, multidisciplinary, freely /easily accessible, preventative and rehabilitative physical and mental healthcare and performance enhancement.

Erin also manages an international group of teachers, dancers, and mental healthcare professionals and researchers, the Dance Psychology Network. As a registered provider and quality assessor for Safe in Dance International, she leads international courses and assess submissions in safe dance practice at UK level 6. She has lectured in dance science and taught dance technique in the, UK, Germany, France, the Netherlands, Malta, United States, Egypt, and Serbia.

Erin is a member of the International Association for Dance Medicine and Science (www.iadms.org) and holds the qualification in Safe and Effective Dance Practice. She is pursuing her PhD in Sport, Physical Education, and Health Sciences from the University of Edinburgh and holds an MSc in Dance Science from Trinity Laban Conservatoire of Music and Dance and a BA (Hons) in Dance and Sociology from the University of New Mexico. She trained in dance with American Ballet Theatre, Boston Ballet School and the Alvin Ailey School.

Elisabeth Swan

Elisabeth trained at the Weston School of Dance and Performing Arts in Chelmsford, of which she has been principal for 30 years, and at the Royal Ballet School, White Lodge. She has danced extensively throughout the UK, has appeared on radio, television and film and is now a much sought-after teacher, adjudicator and choreographer. She was a lecturer in dance at Harlow College, Essex for several years, choreographer for the professional pantomime in Chelmsford for 30 years and, for 18 years, choreographed for and directed the Chelmsford Ballet Company.

She holds the Enrico Cecchetti Final Diploma and Fellowship status with the Imperial Society of Teachers of Dancing of which she is a life member. Elisabeth is a senior examiner for the Cecchetti Classical Ballet Faculty of the Imperial Society of Teachers of Dancing and served on the faculty committee for 15 years from 1999, the final nine as Faculty Chairman. During her tenure she was instrumental in mounting the Cecchetti International Classical Ballet's (CICB) triennial competition in the UK. Upon her retirement from the Committee she was awarded the prestigious Enrico Cecchetti Gold Medal.

Elisabeth was the faculty's representative on the Imperial Society of Teachers of Dancing Theatre Faculties Board for many years and was appointed to the Council of the Society's Board of Trustees in 2008 until 2015. In 2011 she was awarded the Theatre Faculties' Imperial Award for outstanding services to the Society. She is currently chairman of the Cecchetti Society Trust, a trustee of the Imperial Benevolent Fund and, once again, a trustee of the Society and Chairman of the Nominations and Remuneration Committee.

Frederick Way

Frederick is the Head of the CEDR Foundation, the research, charitable and thought leadership arm of CEDR (the Centre for Effective Dispute Resolution), Europe's largest provider of alternative dispute resolution services. As Head of the Foundation, Frederick leads on all Foundation projects, membership and engagement and is responsible for the Foundation's strategy and external communication. Prior to becoming Head of the Foundation, Frederick worked as the Foundation's manager and as a negotiation consultant, in charge of all of CEDR's negotiation activity.

Foundation projects which Frederick has worked on include: leading on the CEDR New Dialogues project for emerging leaders; developing a training programme for board members of emerging economies about corporate governance disputes; improving international standards for ADR training; and working on methods of improving the use of ADR skills for young and emerging leaders.

In 2015, following work carried out on reforming the public inquiry process, Frederick co-wrote CEDR's book *"Setting up and Running a Public Inquiry: Guidance for Chairs and Commissioning Bodies"* with Dr Karl Mackie CBE, Chief Executive of CEDR. Frederick also works as a CEDR mediator, joining the CEDR panel in 2014. He regularly mediates on civil and commercial cases, as well as mentoring new mediators on conciliations. Frederick is a trainer in negotiation skills, conflict management, law for non-lawyers, and mediation advocacy skills trainers for lawyers. He also regularly speaks on behalf of CEDR at conferences and seminars and contributes to blogs, journals and writing.

Frederick originally read English at the University of Cambridge before completing an MA in American Studies at King's College London. He then converted to the law and was called as a barrister at Middle Temple in 2012. Prior to joining CEDR full-time in June 2013, Frederick worked as the Cases Manager for TWG Ltd, a company providing medico-legal support to doctors on specialist schemes facing litigation, and as a duty adviser at Willesden County Court where he defended clients facing home repossession hearings. Frederick is the founder of MediOUT, a group for LGBT+ mediators based in London and the deputy chair of Access All Areas, a leading performing arts charity for adults with learning disabilities based in Hackney.

Frederick greatly enjoys dance and believes in the importance of dance classes for everyone. He danced as a child and is a regular attendee at dance performances.