

INTERNATIONAL FORUM MEETING Sofia, 22-25 March 2018

Find your group. Specialist forum sessions are indicated in the programme as:

HR Human Resources

TP Technical & Production

BF Business & Finance

MC Marketing & Communication

Thursday 22 March 2018

	Chamber Hall
13.00	Pre-registration for guided tour of Sofia's historical centre
14.30	Registration opens in the main lobby
15.30	Welcome by Plamen Kartaloff, General Director of Sofia National Opera Welcome by Vezhdi Rashidov, Chairperson of Parliamentary Committee on Culture; Lilyana Pavlova, Minister for the Bulgarian Presidency of the Council of EU 2018; Boil Banov, Bulgaria Minister of Culture and Yordanka Fandakova, Mayor of Sofia
16.00	Introduction to the joint forum meeting, by Nicholas Payne
16.15	Keynote address on Change leadership with Lars Sudmann, consultant
17.30	Presentation of Opera Europa members mapping With Antony Feeny, PhD student Royal Holloway University of London
18.00	
19.00	Nine brothers of Yana by Luybomir Pipkov Reception at intermission in VIP Hall (1 st balcony)
	Post-performance party in 'Sredets' Hall, Sofia Hotel Balkan (pl. "Sveta Nedelya" 5, 1000 Sofia)

Friday 23 March 2018

	Chamber Hall	Chorus room	VIP room
09.00	Registration opens		
09.30	Quality management / Lean management Timo Tuovila (Helsinki) and Nicholas Payne		
10.30	Coffee break		
11.00	TPHR Analysing staffing and productivity – benchmarking Led by Daniel Cerezo Baelo (Tenerife), Eddy Ballaux (Brussels), Mark Dakin (London ROH) and Trude Rostad (Oslo), moderated by Nicholas Payne	BFMC Budgeting box office revenue With Myriam Coplo (Paris ONP) and Hristina Staneva (Sofia), moderated by Marc Scorca (OPERA America)	
12.15	Lunch at COOP restaurant		
13.45	The evolution of leadership styles: the future of work Led by Marc Scorca (OPERA America) with Bart Van der Roost (Antwerp/Ghent) and Valeria Told (Bolzano)		
15.15	Coffee break		
15.45	BFMC Analysing sales data – benchmarking Led by Pierre Fenet (Lille), Matt Carwardine-Palmer (Cardiff WNO) and Matthias Schloderer (Munich)	TPHR Staff exchange pilot scheme Led by Bob Brandsen (London ROH), Joke Manson (Amsterdam) and Vera Petrova (Sofia)	
16.45	HRMC Corporate culture - how do we convince the whole company to share the same values? Introduced by Plamen Kartaloff (Sofia) with Sandra Eikelenboom (Amsterdam) and Martine Praet (Antwerp/Ghent) moderated by Emily Gottlieb (London NOS)	BF Analysing income and expenditure – benchmarking Led by Philippe Agid (Paris), with Jan Burian (Prague) and Pierre Fenet (Lille)	TP Guided tour of the Theatre
18.00	Benchmarking conclusions (end 18.15)		
19.00	Lakmé by Léo Delibes Intermission reception in VIP Hall (1 st balcony)		

Saturday 24 March 2018

	Chamber Hall		
08.30	Registration opens		
09.00	MC Discussion on future meetings and initiatives	HR Discussion on future meetings and initiatives BF Discussion on future meetings and initiatives	TP Discussion on future meetings and initiatives
09.30	Harassment #metoo Led by Petra Kron Forsling (Stockholm) with Mark Dakin (ROH London) and Charmaine Goodchild (Brussels), moderated by Barbara Minghetti (Macerata)		
11.00	Bus to Rila Monastery		
13.00	Lunch		
14.30	Visit of the Rila Monastery and museums		
16.00	Bus to Sofia National Opera or to airport (arrival by 18.30)		
19.30	Dinner at Corso , bul. Tsar Osvoboditel 10 lev 50 (+-€ 25) per person (please confirm menu choice at registration)		