



## (8) Sustaining Talent in Small Nations

2-3 June, 2016, Aarhus FilmCity <http://www.filmbyaarhus.dk>

Television in Small Nations network, 3<sup>rd</sup> workshop, <http://smallnationstv.org>

Dr Ruth McElroy and Dr Anne Marit Waade gratefully acknowledge the funding from the UK Arts & Humanities Research Council which has made this network possible.

Venue: Filmbyen 23, 1, 8000 Aarhus C <http://www.filmbyaarhus.dk>

Meeting room 4, <http://www.filmbyaarhus.dk/M%C3%B8delokale-4-370.aspx>

Hotel: CabInn, Aarhus (5 minutes walk from the venue, economy class)

[https://www.cabinn.com/hotel/cabinn-hotel-i-aarhus?gclid=CK74h\\_rByssCFdYy0woduK4IRA](https://www.cabinn.com/hotel/cabinn-hotel-i-aarhus?gclid=CK74h_rByssCFdYy0woduK4IRA)

### Programme

#### Questions to be reflected on:

- What does talent mean in the television industry? How is this theorized by TV scholars?
- What does television talent mean for small nations?
- How can collaboration within small nations enhance talent development (including collaboration between TV, arts organizations and HE)?
- How can talent be developed both to *ensure diversity* of high-quality cultural representation and to enable *creative innovation* in a new televisual landscape?
  - How to spot and attract television talents? Creative talents, business development talents, commissioning and digital talents etc.
  - How to train and mentoring television talents?
  - How to sustain television talents - support grassroots talents - and avoid brain drain in our own region/country, for example funding?

#### Wednesday, June 1 2016:

International guests from Wales, Ireland, Scotland, UK and Hong Kong arrive. Anne Marit, Ruth and Caitriona welcome you. Informal dinner at 7.00pm at *Grappa* (close to CabInn), contact Maria Skytte ([mariaskytte@hotmail.com](mailto:mariaskytte@hotmail.com)).

#### Thursday, 2 June 2016:

- |         |  |
|---------|--|
| 10.00am | Registration & refreshments  |
| 10.30am | Welcome (Ruth McElroy, Anne Marit Waade, Carsten Holst)<br><i>Sustaining talents in small nations? Who are we talking about?</i><br>Small nations? Talents? Presentation of the workshop participants and the host.  |
| 11.00am | <b>Opening panel: <i>Mapping the field</i></b><br>Chair: Eva Novrup Redvall<br>Mette Hjort: <i>Developing talents for film and TV across cultures: DK/Mali; DK/Burkina Faso; DK/Kenya, Tanzania, Uganda and DK/Jordan/Lebanon</i><br>Jakob Høgel, director/Aarhus Film City: <i>New Nordic Noir – the challenge for small regions in small nations</i> |
| 12.15pm | Lunch  |
| 1.00pm  | Group discussion: <i>What does television talent mean for small nations?</i> 45 minutes. Draw a map. Share in plenary. Chair: Ruth McElroy   |
| 2.15pm  | Coffee break   |

- 2.45pm **Panel 2: Commissioning and funding talents?**  
(Transcribed dossier for the CST journal)  
Chair: Ruth McElroy & Caitriona Noonan  
Padraic O’Ciardah, TG4: *Commissioning talents in Ireland*  
Llion Iwan, S4C: *Commissioning talents in Wales*  
Carsten Holst: *Funding talents in Central Denmark Region*
- 4.00pm Break & refreshments (fruit, snack, and drinks)
- 4.30pm **Panel 3: The local talent ecosystems: possibilities and challenges**  
Chair: Kim Toft Hansen  
Steve Blandford, Wales: *Collaboration within small nations to enhance talent development*  
Hywel Wiliam, RTS Wales: *RTS’ support to ongoing talent and career development for TV workers in Wales*  
Juliana Engberg, Aarhus 2017: *How to boost small-scale screen industries and regional innovation?*  
Kristian Krämer, director, Interactive Denmark: *Digital creative talents*
- 5.45 Mini break
- 6.00pm Hot seat guest: Ronni Madsen, vice president, M2Film, Aarhus: *Looking for excellent talents*. Chair: Anne Marit Waade
- 7.00pm We walk to the restaurant, (25 min’s walk along the harbour). The locals guide us through the transformative harbour area.
- 7.30pm Dinner at *VinDanmark*, tapas & wine: <http://www.vindanmark.com>.

**Friday, 3 June 2016:**

- 08.30am Good morning & welcome
- 08.45am **Panel 4: Sustaining talent in small nations**  
Chair: Hywel Wiliam  
Ruth McElroy: *Sustaining talent in Wales*  
Lisa Kelly & John Cook: *Sustaining talent in Scotland*  
Hanne Bruun, AU: *Sustaining talent: The case of television satire in Denmark*  
Pei-Sze Chow, UCL: *Sustaining talent in the Øresund region*
- 10.00am **Panel 5: Training talents**  
Chair: Caitriona Noonan  
Mette Damgaard-Sørensen, New Danish Screen: *Training talents in Denmark*  
Faye Hannah, Wales: *Training talents in Wales*  
Eva Novrup Redvall: *Training talents for television in the Nordic region*
- 11.15am Break & refreshments (bring it with you to your group)
- 11.30am Group work: *Manifesto for television in small nations*  
Write it down, share in plenary at 12.30.  
Chair: Ruth McElroy  
Group 1: *Internationalisation* (Chair: Caitriona Noonan)  
Group 2: *Digital innovation* (Chair: Ruth McElroy)  
Group 3: *Sustaining talent* (Chair: Eva Redvall Novrup)
- 1.00pm Farewell lunch  
Post-meetings (separate invitations/appointments)
- 2.00pm Steering committee meeting/business meeting
- 3.00pm Book proposal meeting
- 4.00pm Meeting to discuss suggestions for the industry

### Workshop participants

1. Jakob Høgel, film director, *New Nordic Noir* (project with Aarhus 2017)
2. Carsten Holst, Director, Aarhus Film City, and vice director for Aarhus2017
3. Llion Iwan, Factual and Religion Commissioner, S4C, Wales (**only Thursday**)
4. Padraic O'Ciardah, Deputy Chief Executive, TG4, Ireland
5. Mette Hjort, Professor, Visual studies, Lingnan University, Hong Kong/Copenhagen Univ.
6. Faye Hannah, Wales, Ph.D. student, many years experience of training in the TV industry
7. Caitriona Noonan, Lecturer, Cardiff University
8. Ruth McElroy, Lecturer, University of South Wales
9. Steve Blandford, Professor Emeritus, University of South Wales
10. John Cook, Professor, University of Glasgow
11. Hywel Wiliam, Administrator, Royal Television Society RTS, Wales
12. Ellen Riis, producer Basmatifilm, teacher *Multiplatform storytelling*
13. Henrik Højer, coordinator at *Multiplatform storytelling*
14. Eva Novrup Redvall, Associate Professor, Film and Media, Copenhagen University
15. Lisa Kelly, Researcher, Scottish talent project, Glasgow university, Scotland
16. Pei-Sze Chow, Researcher, London, UCL
17. Mette Damgaard-Sørensen DFI, New Danish Screen
18. Jørgen Riber Christensen, Aalborg University
19. Heidi Philipsen, Associate Professor, SDU, Sifti, Dir. of MA program in scriptwriting, SDU
20. Kim Toft Hansen, Aalborg University
21. Anne Marit Waade, Aarhus University
22. Mette Elmgaard, Aarhus 2017, Programme Officer (film)
23. Gunhild Agger, Professor, Aalborg University
24. Pia Majbritt Jensen Azzolini, Assoc. Prof, Media & Journalism, AU
25. Signe Lund Juhler, Danish Filmtalent Fund (**no lunch Thursday, leaves for a meeting**)
26. Mads Møller Andersen, PhD student, Media & Journalism, Aarhus University
27. Rui Xu, PhD student, Media & Journalism, Aarhus University
28. Maria Skytte, student assistant, Aarhus University
29. Rikke Baes-Carlson, MA Student, AU (*Off Track 2017*/talent project)
30. Katrine Duedahl, student assistant, Aarhus University
31. Lynge Stegger Gemzøe, PhD student, Media & Journalism, Aarhus University
32. Ingvild Thestrup Waade (Video documentation)
33. Frederik Sand Madsen (Video documentation)
34. Ronni Madsen, Vice President, M2Film, Aarhus (**Thursday late afternoon**)
35. Kristian Krämer, Director, Interactive Denmark (**Thursday afternoon**)
36. Juliana Engberg, Program Director, Aarhus 2017 Cultural Capital (**Thursday afternoon**)
37. Hanne Bruun, Associate Professor, Media & Journalism, Aarhus University (**Friday morning**)

### Meals:

*Dinner Wednesday night June 1<sup>st</sup> (for international guests - all confirmed)*

1. Padraic O'Ciardah, Deputy Chief Executive, TG4, Ireland
2. Mette Hjort, Professor, Visual studies, Lingnan University, Hong Kong/Copenhagen Univ.
3. Faye Hannah, Wales, Ph.D. student, many years experience of training in the TV industry
4. Caitriona Noonan, Lecturer, Cardiff University
5. Ruth McElroy, Lecturer, University of South Wales
6. Steve Blandford, Professor Emeritus, University of South Wales
7. John Cook, Professor, University of Glasgow
8. Hywel Wiliam, Administrator, Royal Television Society RTS, Wales
9. Eva Novrup Redvall, Associate Professor, Film and Media, Copenhagen University
10. Lisa Kelly, Researcher, Scottish talent project, Glasgow university, Scotland
11. Pei-Sze Chow, Researcher, London, UCL
12. Kim Toft Hansen, Aalborg University
13. Anne Marit Waade, Aarhus University
14. Katrine Duedahl

*Dinner Thursday night June 2<sup>nd</sup> Confirmed: (\* = pays 150,-)*

1. Padraic O'Ciardah, Deputy Chief Executive, TG4, Ireland

2. Mette Hjort, Professor, Visual studies, Lingnan University, Hong Kong/Copenhagen Univ.
3. Faye Hannah, Wales, Ph.D. student, many years experience of training in the TV industry
4. Caitriona Noonan, Lecturer, Cardiff University
5. Ruth McElroy, Lecturer, University of South Wales
6. Steve Blandford, Professor Emeritus, University of South Wales
7. John Cook, Professor, University of Glasgow
8. Hywel Wiliam, Administrator, Royal Television Society RTS, Wales
9. Eva Novrup Redvall, Associate Professor, Film and Media, Copenhagen University
10. Lisa Kelly, Researcher, Scottish talent project, Glasgow university, Scotland
11. Pei-Sze Chow, Researcher, London, UCL
12. Kim Toft Hansen, Aalborg University
13. Anne Marit Waade, Aarhus University
14. Jakob Høgel, film director, *New Nordic Noir* (project with Aarhus 2017)
15. Rui Xu, PhD student, Media & Journalism, Aarhus University
16. Maria Skytte, student assistant, Aarhus University
17. Rikke Baes-Carlsen, MA Student, AU (*Off Track 2017*/talent project)
18. Mette Damgaard, DFI
19. Gunhild Agger, Professor, Aalborg University\*
20. Jørgen Riber Christensen, Aalborg University\*
21. Lynge Stegger Gemzøe, Aarhus University\*
22. Llion Iwan, Factual and Religion Commissioner, S4C, Wales
23. Ingvild Thestrup Waade, video assistant
24. Frederik Sand Madsen, video assistant
25. Pia Majbritt Jensen Azzolini, Assoc. Prof, Media & Journalism, AU\*)

Not yet confirmed:

38. Carsten Holst, Director, Aarhus Film City, and vice director for Aarhus2017
39. Mette Elmgaard, Aarhus 2017, Programme Officer (film)\*
40. Heidi Philipsen, Associate Professor, SDU\*
41. Ellen Riis, producer Basmatis Film, teacher *Multiplatform storytelling* \*
42. Henrik Højer, coordinator at *Multiplatform storytelling*\*
43. Mads Møller Andersen, PhD student, Media & Journalism, Aarhus University\*

#### **Programme organisers**

- Eva Novrup Redvall, Copenhagen University
- Kim Toft Hansen, Aalborg University
- Anne Marit Waade, Aarhus University
- Caitriona Noonan, lecturer, Cardiff University
- Ruth McElroy, lecturer, University of South Wales

#### **Hosts, Aarhus FilmCity**

- Carsten Holst, director, FilmCity Aarhus
- Jakob Karstein Høgel, film director & West Danish Film Fund

#### **Administrative and practical assistants**

- In Wales: Emily (organises tickets for UK guests)
- In Aarhus/DK: Maria Skytte, [mariaskytte@hotmail.com](mailto:mariaskytte@hotmail.com), organises travel (with Dorte) for other guests, meals, restaurants, and coordinates with Filmbyen. Assistants: Rui, Rikke
- At Filmbyen (booking Lene Berstrand, [lbe@aarhus.dk](mailto:lbe@aarhus.dk))
- Dorte Midtiby (AU) coordinates the hotel booking in Aarhus - Emily (UK) and Maria (DK/Europe) keep her updated about the guests

#### **Websites for screen talent projects**

- *Serial Eyes*, Berlin, Postdam, <http://serial-eyes.de> An intensive 8-month full-time postgraduate course on TV writing and producing, based in Berlin and taught in English. It is designed for young European TV writers and producers with previous experience. SERIAL EYES is organised and ran by the German Film and Television Academy Berlin (DFFB) and is partnering with the London Film School and the National Film School of Denmark.

- EPIC - The Emerging Producers International Co-Production Network is an association of young producer talents from Northern Europe.  
<http://screentalent.eu/about-epic.html>
- Screen Talent Europe: <http://screentalent.eu>
- New Danish Screen, [http://www.dfi.dk/branche\\_og\\_stoette/new-danish-screen.aspx](http://www.dfi.dk/branche_og_stoette/new-danish-screen.aspx)
- *Industrial Approaches to Media Project*, University of Nottingham:  
<http://www.nottingham.ac.uk/research/groups/isir/projects/industrial-approaches-to-media/index.aspx>

### **Email addresses - workshop participants:**

Jakob Kirstein Høgel, film director: [jakob@kirsteinhogel.dk](mailto:jakob@kirsteinhogel.dk)  
 Carsten Holst, Director, Aarhus Film City: [cholst@aarhus.dk](mailto:cholst@aarhus.dk)  
 Llion Iwan, Factual and Religion Commissioner, S4C, Wales: [Morfudd.Wynne@s4c.cymru](mailto:Morfudd.Wynne@s4c.cymru)  
 Padraic O'Ciardha, Deputy Chief Executive, TG4, Ireland: [padhraic.o.ciardha@tg4.ie](mailto:padhraic.o.ciardha@tg4.ie)  
 Mette Hjort, Professor, Lingnan University: [mhjort@ln.edu.hk](mailto:mhjort@ln.edu.hk)  
 Faye Hannah, Wales, Ph.D. student: [fayehannah1@hotmail.com](mailto:fayehannah1@hotmail.com)  
 Caitriona Noonan, Lecturer, Cardiff University: [NoonanC@cardiff.ac.uk](mailto:NoonanC@cardiff.ac.uk)  
 Ruth McElroy, Lecturer, University of South Wales; [ruth.mcelroy@southwales.ac.uk](mailto:ruth.mcelroy@southwales.ac.uk)  
 Steve Blandford, Professor Emeritus, USW: [steve.blandford@southwales.ac.uk](mailto:steve.blandford@southwales.ac.uk)  
 John Cook, Professor, University of Glasgow: [J.Cook2@gcu.ac.uk](mailto:J.Cook2@gcu.ac.uk)  
 Hywel Wiliam, Administrator, Royal Television Society, Wales: [hywel@aim.uk.com](mailto:hywel@aim.uk.com)  
 Ellen Riis, producer Basmatifilm, [ellen@basmatifilm.dk](mailto:ellen@basmatifilm.dk) + [riis@via.dk](mailto:riis@via.dk)  
 Henrik Højer, coordinator at *Multiplatform storytelling*: [HEHJ@via.dk](mailto:HEHJ@via.dk)  
 Eva Novrup Redvall, Associate Professor, Copenhagen University: [eva@redvall.com](mailto:eva@redvall.com)  
 Lisa Kelly, Researcher, Glasgow university, Scotland: [Lisa.Kelly@glasgow.ac.uk](mailto:Lisa.Kelly@glasgow.ac.uk)  
 Pei-Sze Chow, Researcher, London, UCL: [peisze.chow@ucl.ac.uk](mailto:peisze.chow@ucl.ac.uk)  
 Mette Damgaard-Sørensen DFI, New Danish Screen: [metteds@dfi.dk](mailto:metteds@dfi.dk)  
 Ronni Madsen, Vice President, M2Film, Aarhus: [ronsonmadsen@gmail.com](mailto:ronsonmadsen@gmail.com)  
 Kristian Krämer, Director, Interactive Denmark: [krikra@aarhus.dk](mailto:krikra@aarhus.dk)  
 Juliana Engberg, Program Director, Aarhus 2017: [juliana.engberg@aarhus2017.dk](mailto:juliana.engberg@aarhus2017.dk)  
 ([jette.bojesen@aarhus2017.dk](mailto:jette.bojesen@aarhus2017.dk) )  
 Hanne Bruun, Associate Professor, Aarhus University: [hbruun@cc.au.dk](mailto:hbruun@cc.au.dk)  
 Jørgen Riber Christensen, Aalborg University: [riber@hum.aau.dk](mailto:riber@hum.aau.dk)  
 Heidi Philipsen, Associate Professor, SDU: [heidij@sdu.dk](mailto:heidij@sdu.dk)  
 Kim Toft Hansen, Aalborg University [kimtoft@cgs.aau.dk](mailto:kimtoft@cgs.aau.dk)  
 Mette Elmgaard, Aarhus 2017, Programme Officer: [mette.elmgaard@aarhus2017.dk](mailto:mette.elmgaard@aarhus2017.dk)  
 Gunhild Agger, Professor, Aalborg University: [gunhild@cgs.aau.dk](mailto:gunhild@cgs.aau.dk)  
 Pia Majbritt Jensen Azzolini, Assoc. Prof, Media & Journalism, AU: [piamj@cc.au.dk](mailto:piamj@cc.au.dk)  
 Signe Lund Juhler, Danish Filmtalent Fund: [signe@filmtalent.dk](mailto:signe@filmtalent.dk)  
 Mads Møller Andersen, PhD student, Aarhus University: [mandersen@cc.au.dk](mailto:mandersen@cc.au.dk)  
 Rui Xu, PhD student, Media & Journalism, Aarhus University: [rui\\_xu@live.com](mailto:rui_xu@live.com) ([rui\\_xu@cc.au.dk](mailto:rui_xu@cc.au.dk))  
 Maria Skytte, student assistant, Aarhus University: [mariaskytte@hotmail.com](mailto:mariaskytte@hotmail.com)  
 Rikke Baes-Carlson, MA Student, AU (*Off Track 2017*): [rikkebaescarlson@gmail.com](mailto:rikkebaescarlson@gmail.com)  
 Katrine Duedahl, student assistant, Aarhus University: [k-duedahl@hotmail.com](mailto:k-duedahl@hotmail.com)  
 Lyng Stegger Gemzøe, PhD student, Aarhus University: [lyng@cc.au.dk](mailto:lyng@cc.au.dk)  
 Ingvild Thestrup Waade (Video documentation): [Ingvild@waade.net](mailto:Ingvild@waade.net)  
 Frederik Sand Madsen (Video documentation): [Frederik@Sandmadsen.dk](mailto:Frederik@Sandmadsen.dk)  
 Anne Marit Waade, Aarhus University [amwaade@cc.au.dk](mailto:amwaade@cc.au.dk)

### **Visit Creative Aarhus**

World Images Festival, Aarhus 3-4 June 2016: <http://aarhus-city.dk/shopping/verdensbilleder-i-aarhus-city-2-3-juni-2016/>  
 Aarhus Culture City 2017: <http://www.aarhus2017.dk/en/>  
 Aros Art Museum <http://www.aros.dk>  
 Moesgaard Museum <http://www.moesgaardmuseum.dk>  
 DOKK1, the new library, <https://dokk1.dk>  
 Godsbanen <http://godsbanen.dk>  
 Institute for X <http://www.institutforx.dk>  
 Culture works space: <http://culturework.space>

Filmby Aarhus <http://www.filmbyaarhus.dk>

Multiplatform storytelling <http://www.via.dk/uddannelser/film-og-animation/multiplatform-storytelling-and-production>

44. Interactive Denmark, <http://interactivedenmark.dk/?language=en>

West Danish Film Fund <http://filmpuljen.dk/english/>