



Dominic Alldis

MUSICIAN

Most leadership development produces understanding, not behaviour change. Executives leave programmes able to describe alignment, trust, and collective decision-making – but without having experienced what those dynamics actually feel like under pressure. The gap is not conceptual; it is experiential, and it is the gap that most organisations have no structured way to close.

Dominic Alldis, jazz pianist, orchestral conductor, and founder of Music & Management addresses the gap between understanding leadership and practising it, using the live dynamics of orchestra and jazz band to give executives a direct, felt experience of alignment, trust, and collective decision-making.

Dominic Alldis's 2026 Biography

Why organisations work with Dominic Alldis

- His sessions place executives inside a live orchestra or jazz band, making the dynamics of leadership – alignment, trust, listening under pressure – physically felt rather than conceptually described. No other leadership format uses professional live performance as the working medium in this way.
- The classical-vs-jazz framework gives organisations a precise vocabulary for a problem most struggle to name: when to follow the score and when to improvise – the alignment-versus-autonomy tension that runs through every complex team.
- The Orchestra Experience has been part of Columbia Business School's Senior Executive Program since 2008, with endorsement from the programme's Kravis Professor of Business – giving his approach academic standing alongside conference-format delivery.
- As an active professional musician and faculty member at the Royal Academy of Music since 1991, he brings current, first-person experience of high-performance ensembles – not a career retrospective applied to business.
- His client base runs from Microsoft, Google and Deutsche Bank to the United Nations, with executive education work at INSEAD, IMD Lausanne, London Business School and Columbia – evidence of trust from serious institutions across sectors and formats.

Biography highlights

- Jazz pianist, orchestral conductor, arranger and singer; professional career began in Paris in 1982 and spans jazz clubs, concert halls and festival stages internationally

AVAILABLE FOR

- After Dinner Engagement
- Masterclass
- Organisational Development Programme
- Speaking
- Training and Workshops

DOMINIC'S SPEAKING THEMES

- Change Management
- Creativity
- Executive Development
- Leadership
- Organizational Agility

LANGUAGES: English

- Founder and Director of Music & Management, delivering music-based leadership development programmes for corporations and business schools worldwide
- Faculty member at the Royal Academy of Music in London since 1991, teaching jazz improvisation to classical pianists and opera singers; Honorary Associate since 2000; Steinway Artist since 2010
- Music & Management has delivered the Orchestra Experience to Columbia Business School's Senior Executive Program since 2008; executive education work also includes INSEAD/CEDEP, IMD Lausanne and London Business School
- Corporate clients include senior teams at Microsoft, WPP, Google, eBay, Deutsche Bank, LVMH, Barclays, Morgan Stanley, BCG, PwC, Mandarin Oriental and the United Nations
- Author of two books published by Hal Leonard Corporation: "A Classical Approach to Jazz Piano Harmony" and "A Classical Approach to Jazz Piano Improvisation"
- Founder of the Canzona Chamber Orchestra (2010), performing classical repertoire and jazz crossover projects

Biography

The tension between structure and spontaneity runs through every high-performing team. An orchestra delivers the score with precision; a jazz band improvises around shared norms. Dominic Alldis is a jazz pianist, conductor, and founder of Music & Management and has spent more than two decades translating this contrast into a direct learning experience for executives. The question he brings to business audiences is concrete: when should a team follow the score, and when should it improvise?

His framework draws from a professional career that spans both traditions. Alldis studied composition at the Royal Conservatory of The Hague, played jazz residencies in Paris and London, conducted orchestras across four continents, and has taught improvisation to classical pianists and opera singers at the Royal Academy of Music in London (where he holds the title of Honorary Associate) since 1991. That dual expertise is the engine of his practice: not music as illustration, but musical performance as a live laboratory for the dynamics organisations actually need to develop.

Music & Management has embedded the Orchestra Experience in Columbia Business School's Senior Executive Program since 2008 – endorsed by Paul Ingram, Kravis Professor of Business. Corporate clients include senior teams at Microsoft, WPP, Google, Deutsche Bank, LVMH and the United Nations. His executive education work spans INSEAD, IMD Lausanne and London Business School. Testimonials from CHROs, managing partners and CEOs consistently name the sessions as the most memorable leadership experience their organisations have produced.

His books – "A Classical Approach to Jazz Piano Harmony" and "A Classical Approach to Jazz Piano Improvisation", both published by Hal Leonard Corporation – reflect the same bridging instinct: rigorous musical thinking made accessible to practitioners who come from a different tradition.

Key speaking topics

- Leadership through musical performance
- Classical and jazz models of organisational alignment
- Collaboration and collective decision-making
- Listening as a leadership competency

- Creativity and improvisation in organisations
- Change and adaptability in complex environments
- Team dynamics and organisational trust

Ideal for

- Senior executive teams at strategic off-sites, leadership summits, and cultural transformation programmes
- CHROs and L&D Directors designing experiential leadership development at executive level
- Business schools and executive education programmes seeking immersive, non-traditional learning formats
- CEOs and boards seeking a high-impact, memorable format that connects music, leadership, and organisational performance

Audience outcomes

- A direct, experiential encounter with how alignment, trust, and collective decision-making operate in real time – not as concepts, but as felt dynamics
- A working vocabulary for the tension between structured coordination and creative autonomy in teams
- Greater awareness of listening as an operational leadership practice, not only a communication skill
- New perspective on how change and improvisation can be navigated without losing coherent direction
- Personal observations about their own leadership behaviour, prompted by the musical experience rather than delivered through instruction

Dominic Alldis's 2026 talks & topics

Keynote Speech

A conductor and jazz musician uses live orchestral and jazz performance to draw direct parallels between musical dynamics and the realities of organisational leadership.

Key takeaways:

- How orchestral leadership and jazz improvisation represent distinct but complementary models for team performance
- The relationship between precision, trust, and adaptability in high-performance ensembles
- Practical leadership principles grounded in the structural contrast between composed and improvisational performance

Orchestra Experience

Participants sit within a live orchestra, experience a performance, and engage in facilitated discussion on leadership, collaboration, listening, and trust.

Key takeaways:

- First-hand experience of leadership from within a high-performance ensemble, not as observer but as participant
 - How individual contribution and collective direction coexist – and what breaks that relationship
 - Why listening and trust function as operational competencies, not only relational ones
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Jazz Experience

A live jazz band explores improvisation, creativity, adaptability, and risk as models for operating in fast-moving, uncertain environments.

Key takeaways:

- Improvisation as a structured approach to uncertainty – not the absence of direction but a different relationship to it
 - How creativity under pressure is managed and sustained in high-performing jazz ensembles
 - The relationship between risk, change, and coherent direction in dynamic organisations
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Classical Experience

A string quartet performance explores the precision, discipline, and interdependence required for consistent high-level team performance.

Key takeaways:

- How precision and trust operate together rather than in tension
 - The role of individual discipline in producing collective output
 - Consistency and standards as leadership responsibilities rather than individual traits
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Fusion Experience

A comparison of classical and jazz approaches examines how organisations can hold strategic alignment and creative independence together – rather than treating them as opposites.

Key takeaways:

- The structural difference between alignment and uniformity in team performance
 - How autonomy and direction can coexist productively within the same team
 - A practical framework for integrating discipline and creative latitude across different parts of an organisation
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Transformation Experience

A well-known classical work is reimagined by a culturally diverse group of musicians, using the process of reinterpretation to explore change, collaboration across difference, and the possibilities within

established systems.

Key takeaways:

- How transformation works through reinterpretation rather than replacement
- The role of diverse perspectives in producing something new from something familiar
- What change looks and feels like from the inside of a high-performance, cross-cultural team

Percussion Workshop

A participatory team activity using percussion to surface the dynamics of skill acquisition, coordination, negotiation, and collective timing.

Key takeaways:

- Direct experience of teamwork under conditions of unfamiliarity and time pressure
- Awareness of negotiation and coordination dynamics within a group working toward a shared output
- Reflection on how new skills are acquired and integrated at team level

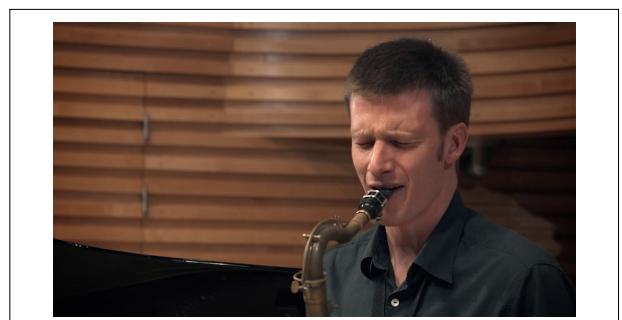
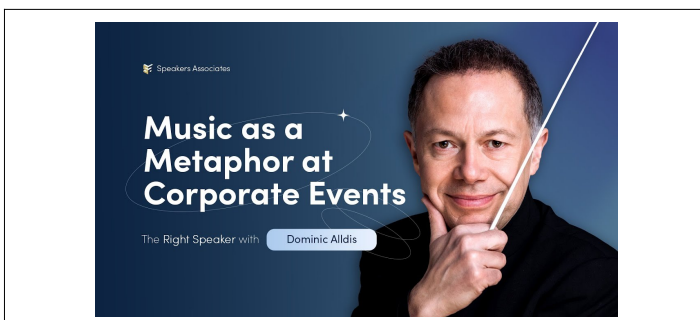
Percussion Workshop

A team-building activity using percussion to highlight new skill acquisition, teamwork, negotiation, creativity and time management.

Key takeaways:

- Practical experience of teamwork in action
- Awareness of negotiation and coordination within groups
- Understanding of skill development and time management in collaborative tasks

Dominic Alldis's Videos



Dominic Alldis: interview



What Dominic Alldis's clients say

Dominic Alldis' session at our Leadership Summit was truly eye-opening. His ability to connect the role of a conductor and an orchestra to effective leadership offered a powerful and refreshing perspective for our business leaders. By providing a first-hand look at how a band functions – with strong leadership versus the absence of it, or the presence of the wrong leadership – Dominic brought leadership principles to life in a way that was both engaging and deeply impactful.

His thought-provoking approach challenged our leaders to view their own teams through a different lens, highlighting the importance of alignment, trust, and clarity of direction. The parallels he drew were not only memorable but instrumental in reshaping how our leaders think about influence, collaboration, and performance.

Stephanie Horgan
Executive Coordinator, OEC

You and the musicians made a profound impact on our teams yesterday. We felt your incredible collaboration, alignment, respect, and all of this achieved in less than half a day! Your words truly resonated with all, and we shall remember your performance and keynote vividly...

Laurent Kleitman
CEO, Mandarin Oriental Hotels Group

I want to say a sincere thank you for yesterday's session. The feedback from participants has been very positive, and it's clear that the content resonated well with everyone involved, as they thought about pitch Leadership...

Joyce Dodd

Global L&D Director, Publicis Groupe

The week was a great success and the feedback was very positive. Most of the comments from our leaders related to the Orchestra Experience as one of their highlights...

Sonja Zeehuisen

Head of Corporate Communication, Swarovski

Thank you so much for the session you ran for us – it went down fantastically well, as I knew it would...

Marco Amitrano

Senior Partner UK & Middle East, PwC

I want to personally thank you for the experience last night. You have such a wonderful skill to bring people a long and help them see the world in a different light. It was amazing, Life changing for some! Thanks again and looking forward to continuing working together...

Pauline Kiejman

Global Head of Training & Development, , November 2024

Our group and I personally enjoyed your keynote a lot! It was a good conversation and a pleasure to hear your experiences and view on things...

Jan Henkel

CFO, BMW Financial Services Group

Your session was the absolute highlight of the week. Every person in my organisation understood their role in the "greater orchestra". It was the best metaphor for leadership I have experienced, and my teams felt the same. A huge thank you for your amazing presentation!...

Tracy Galloway

Chief Operating Officer, Microsoft America

Thank you so much Dominic for a great event. It was very successful and looking forward to working with you again soon...

Ali Mirzaei

Middle East Event Manager, BCG

It was amazing!! The teams are still talking about it. Thank you so much for an incredible experience!

Deb Cupp

President, Microsoft Americas

What I can describe is the power that music has to connect us all. The lessons and journey Dominic and his team took everyone through that day were invaluable. Simply, 1) how to build trust quickly as a leader, 2) how to leave space for individual expression whilst maintaining common goals, and 3) that leadership in whatever its form always comes down to creating the right environment for people to flourish.

Alistair M. Butler

Mid-Market West Leader, Microsoft USA

You bring to life what leadership embodies, inspiring our leaders to stretch to their fullest potential. Your insights about collaboration and trust resonate powerfully with our leaders in the context of their teams and the business. In their words, 'transformative and empowering', elevating their sense of purpose and a shared responsibility for the work and for their teams. Simply magical...

Lynne Mueller

Director of Worldwide Training, WPP Group PLC

Profound insights into innovation through live performance and discussion. Furthermore, the jazz vision is dead right for today's business organisations... compelling, engaging and applicable to any creative business.

Nigel Nicholson

Professor, London Business School

The interplay, the connection, the artistry of the musicians is an inspiring and unforgettable experience. Quite literally, Dominic, you are helping us transform leadership here at eBay.

Beth Axelrod

Senior Vice President, Human Resources, eBay Inc.

Our audience was more than inspired, they were re-energized by your performance. You and your musicians had a terrific impact on our audience.

Stephane Voyer

Group HR Development Director, LVMH

Wow, I and others were blown away by your performance. I can't thank you enough. You were the finale that pulled all the content from the day together into a moving, touching performance. So bravo, that's quite an accomplishment!

Kristie Bartee

Director, Development Excellence, Abbvie Pharmaceuticals

This was the motivational highlight at our European Consulting Conference this year. You successfully managed to use the symbolism of an orchestra to demonstrate how the role of a conductor and that of a team within a company are similar. Highly recommended..

Christian Wilmschoefer

Vice President, Siemens Industry Software GmbH

Learning about leadership through music is one of the most creative learning experiences I have ever had. A beautiful, moving and educational experience.

Ellen Shedlarz

Managing Director, COO, Talent Management Group, Morgan Stanley

The best learning experience they had ever had at Google or anywhere, period.

Richard Fernandez

Director of Senior Executive Education, Google

Dominic's command of his profession rivals that of any senior business leader. His ability to connect key business principles like trust, respect and execution was brought to life through his Music and Management performance. Respectfully, one of the most unique and enjoyable keynote speaker presentations your team will ever witness and be sure to remember.

John K Millis

Vice President, Kimberly Clark Corporation

Thank you so much again for the session you ran for us, it went down fantastically well, as I knew it would.

Marco Amitrano

UK Head of Consulting, PriceWaterhouseCoopers

ARTICLES AND PODCASTS



[Four thought leaders share their top tips for innovation](#)

Dominic Alldis's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	EUR	GBP	USD
Home Country	Under €12000	Under £10,000	Under \$15000
Asia Pacific	Under €12000	Under £10,000	Under \$15000
Europe	Under €12000	Under £10,000	Under \$15000
Middle East & Africa	Under €12000	Under £10,000	Under \$15000
South America	Under €12000	Under £10,000	Under \$15000
United Kingdom	Under €12000	Under £10,000	Under \$15000
US East Coast	Under €12000	Under £10,000	Under \$15000
US West Coast	Under €12000	Under £10,000	Under \$15000

Virtual	Under €12000	Under £10,000	Under \$15000
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