

Our Services

Whether we are consulting or recruiting, we provide tailored solutions and support that result in thriving arts organizations. We spend time listening to you, understanding your current practices, and getting to know your team. We want you to have true thought partnership and a realistic plan, not an unwieldy report or a one-size-fits-all recommendation. Our job isn't done until you've gained momentum.



Executive Search

We love connecting people who are passionate about the arts with opportunities where they will thrive. With our vast network of arts professionals, the capacity to fully vet candidates, and a keen eye to distinguish style from substance, we'll connect you with our industry's sharpest minds.



Organizational Strategy

Marketing Strategy

If you're looking to refocus or refresh your institution's marketing plan, we can help. Tell us your goals and what is currently working (or not), and we'll not only recommend alternatives, we will work with you to create an actionable plan.

Strategic Planning

We're arts people with decades of experience at a variety of arts and cultural organizations, including during periods of significant growth, transition, and change. We bring this working knowledge to our strategic planning process, which is highly collaborative and customized to each client.

Team Structure

An effective team is a dynamic mix of the right people, with a shared direction, working together to meet organizational goals. We spend time with you and your team to identify the skills, structures and systems needed to support your goals.

Our Philosophy

We envision an arts industry where organizations have large, diverse, and loyal audiences invested in their work, and where the people tasked with growing and stewarding the organization have the resources and support needed to make that happen. Healthy arts organizations require the right strategy, infrastructure resources, and people, and we are focused on all three.

Our Clients



“Tom O'Connor Consulting Group's thoughtful and straightforward approach has given me the confidence to go forward with big ideas.”

– Sara Villagio, Chief Marketing Officer, Carnegie Hall

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