



## WELCOME

### **Helen Castle**

Director of Publishing & Learning Content, RIBA

Leadership requires confidence, but also humility - the ability to listen, learn and collaborate.

Never have the demands of leadership been so high in the workplace and in the profession. Leaders are being asked to lead authentically, inclusively, and collaboratively in an uncertain world, with a workforce that post-pandemic is more brittle and anxious. The design and construction industry is also experiencing the ongoing challenges of a stagnant economy and huge technological changes with the onset of AI and automation.

By signing up to Future Leaders, you have taken your first step towards leadership, putting yourself forwards and time aside to develop your soft skills, while meeting the challenges ahead in the company of your peers.

We hope you enjoy the conference.

Helen

**With thanks to:**

**Debra Stevens**, Leadership Coach



**Future Leaders Steering Group:**

**Carlo Magni**, EPR Architects



**Dominique Oliver**, Pollard Thomas Edwards



**Karen Mosley**, HLM Architects



**Laggi Diamandi**, Fosters & Partners



**Lianne Peterkin**, Allies and Morrison



**Louise Jarvis**, Grimshaw



# Conference Programme – Day 1

## Florence Hall, 66 Portland Place, London

**Tuesday 30 April 10.00–13.30**

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### Future Leaders 2024 – Opening Event

Future Leaders is a four-part programme, consisting of two in person conference events, a live webinar and separate on-demand CPD course from industry experts recorded for Future Leaders.

Future Leaders provides early career professionals with a comprehensive introduction to leadership through industry-specific training. Live sessions on key soft skills are delivered by an experienced coach alongside communication experts and thought leaders, while delegates also benefit from the invaluable applied knowledge and experience of leading UK architects.

10:00 - 10:25 **Registration & refreshments**

10:25 - 10:30 **Welcome – Helen Castle, RIBA**

10:30 – 10.45 **Course introduction – Debra Stevens, Leadership Coach**

- **Introductions** to the team and rules of the road
- **Programme learning outcomes**
- **The future of leadership** - aims and themes of the programme
- **Programme highlights**, themes, and benefits

10:45 - 11:30 **Interactive workshop part 1**

- **Delegate key objectives for Future Leaders programme** – discussion tables and panel member
- **What is leadership** - the difference between management and leadership
- **What do we want from a leader** - 6 key needs

11:30 - 11:50 **Coffee break**

11:50 - 12:50 **Interactive workshop part 2**

- **Scenarios, push and pull styles** – when and how to use these positively
- **Learning from leaders** – Significant Stories from the Future Leaders panel
- **Fresh thinking on the six key needs** – bringing this to life in practice

12:50 - 13:00 **Conclusions and next steps** – introduction to the homework and where to access it

13:00 - 13:30 **Refreshments, networking and close**

## CPD Programme (On-demand)

Available from Tuesday 30 April – Tuesday 18 June

All talks are pre-recorded and delivered on-demand. Attending both conference events will offer delegates the opportunity to meet and chat with speakers to ask any questions and share any thoughts.

Future Leaders – Learning to Lead	Future Leaders – Leading Teams	Future Leaders – Leading Business
<b>Tracy Forsyth, Fast Track to Fearless</b>	<b>Tracy Forsyth, Fast Track to Fearless</b>	<b>Tracy Forsyth, Fast Track to Fearless</b>
Keynote: Self-Leadership as a Foundation to Authentic, Inclusive Leadership	Keynote: Going from 'Me' to 'We'	Keynote: Leading in a BANI world
<b>Anna Parker, Intervention Architecture</b>	<b>Damion Burrows, DMBA Architecture with Dian Small, RIBA</b>	<b>Olaide Oboh, Socius</b>
Talk 1. Co design and collaboration	Talk 1. Professional development	Talk 1. Differentiating to stand out in a crowded market
Talk 2. Studio culture	Talk 2. Leading a Hybrid Team	Talk 2. Starting with impact and maintaining that standpoint
Talk 3. Valuing every client	Talk 3. How to Positively Contribute	Talk 3. Prioritising purpose alongside profit
<b>Betty Owoo, Be First</b>	<b>Carlo Magni, EPR Architects</b>	<b>Suzi Winstanley, Turner.Works</b>
Talk 1. The Emerging Leader Toolkit	Talk 1. How to Gain Authority Without Raising Your Voice	Talk 1. Understanding your client and their stakeholders, finding your niche, and tailoring your offer
Talk 2. New Models of Leadership	Talk 2. How to Boost Your Team's Productivity	Talk 2. Working collaboratively with the wider team, from leading teams to nesting your practice into a larger team
Talk 3. In Conversation with Selasi Setufe MBE - Lessons in Leadership	Talk 3. How to Own Your Time Without Neglecting Your Team	Talk 3. Building your in-house team, evolving the team over time, considering the end of your business right at the beginning
<b>Gurmeet Sian, Office Sian</b>	<b>Tara Gbolade, Gbolade Design Studio</b>	<b>Rebecca Ball, HLM Architects</b>
Talk 1. Before the Leading, be Led	Talk 1. How does culture drive leadership?	Talk 1. Successful award submissions
Talk 2. Leadership vs Management	Talk 2. Development and wellbeing – how to promote personal development and wellbeing in a meaningful way	Talk 2. Why prioritising bid writing needn't be a balancing act
Talk 3. We're Architects! [Make some space]	Talk 3. Hearing colleague feedback – sharing the good, and the not so good news!	Talk 3. Reviewing bids for future business growth

## Speakers

### **Anna Parker**

Intervention Architecture



Anna is the founding Director, a RIBA chartered Architect leading the studio and team in Birmingham. Working with local artists and arts organisations, Anna has developed an interdisciplinary way of working which provides a cohesive design approach for projects, working across fields of design, interiors, furniture, temporary structures, exhibitions, events, lighting, homes, and mixed-use developments.

Further to her RIBA chartered membership, Anna sits on the panel for the RIBA Small Practice Group, and the RIBA Publishing Education Advisory Panel, which regularly meets in London. Anna has taught at the Birmingham School of Architecture since 2014 and has led a 3rd year design studio on the Undergraduate Course.

### **Betty Owoo**

Be First



Betty is a London-based spatial designer, writer, and educator. She is currently an architectural designer at Be First, where she facilitates the development of social housing and regeneration projects for Barking & Dagenham Council. She is also a founding member of PATCH, a multidisciplinary group that uses writing as a springboard to create spatial interventions and design ephemeral events. In 2022 Betty was selected as a RIBA Journal Rising Star in recognition of her talents and contribution to making the public realm and architecture open to underrepresented groups.

Betty was previously co-chair of the Architecture Foundation Young Trustees, where she implemented a varied curatorial programme that celebrated underrepresented and divergent voices within spatial cultures.

### **Selasi Setufe MBE**

Be First



Selasi is an architect and founder of Crystal Design Studios – an architectural studio which explores socially responsive approaches to design and architecture. Working with her mentor Elsie Owusu, she has also gained experience of housing and masterplanning. She is a RIBA trustee and Co-Vice President for Students and Associates, and co-founder of Black Females in Architecture, a network that aims to support and champion black/black mixed heritage females within the architecture/built environment.

### **Gurmeet Sian**

Office Sian Architecture



Gurmeet Sian is the founding director of Office Sian Architecture + Design, based in London. Working with a variety of clients, from families to communities to local boroughs in developing their relationship with the built environment. Exploring the idea of 'dwelling', whether it is for a single person, or a community organisation, is the foundation of their work. Gurmeet is a Mayor's Design Advocate and a member of the Redbridge, Harrow, and Camden Design Review Panel. He is also the Chair of the Southwark Community Design Review Panel. He has been the recipient of the RIBA London Project Architect of the Year award.

### **Damion Burrows**

DMBA



Damion established DMBA two years ago. The aim was to focus on new build and refurbishment projects within the commercial and residential sectors, with an emphasis on craft and workmanship, which range from £2M to £25M. DMBA is a diverse owned and managed practice, with a desire to promote diversity and diverse leadership within the profession.

### **Dian Small**

RIBA



Dian Small is the Director of RIBA London and an Architect passionate about inclusive leadership, workplace cultures and inclusive environments. As a Certified Diversity-to-Belonging Facilitator, Dian facilitates discussions on exploring, understanding, and resolving conflict around diversity, equity, inclusion, and belonging.

### **Carlo Magni**

## EPR Architects



Carlo is an architect and engineer with 15 years of experience in the construction industry. Carlo has always been extremely passionate about, and dedicated to, people management, behavioural science, and psychology. Carlo is an advocate of efficiency and productivity through the highest values of leadership, diversity, and inclusivity where all individuals within a collaborative environment should be highly valued for their strengths and uniqueness, empowered to excel and succeed toward shared ambitions.

## Tara Gbolade

Gbolade Design Studio



RIBA Rising Star Winner, Tara is a Co-Founder of GDS, co-founder of the Paradigm Network, and part of the Architects Declare steering group. Architect by trade and Passivhaus designer by passion, her expertise in design and planning policy saw her lead the Harlow & Gilston Garden Town Sustainability Strategy. Tara sits on a few Design Review Panels including; RBKC, Lambeth, and Merton Councils - advising on major planning applications. She is a founding committee member of the Paradigm Network: a professional network championing Black and Asian representation in the built environment, sits on the Public Practice Board as an Alumni Observer, and is part of the advisory committee for the Guys & St Thomas Charity Impact on Urban Health initiative.

## Olaide Oboh

Socius



Olaide is the Executive Director of Socius and sits on the leadership Board.

Olaide is a strategic thinker and problem-solver with a 15-year record of successful delivery in public and private sector organisations. With a degree in Sociology, Olaide is fascinated by how people engage with one another, with physical spaces and society in general; and this curiosity drives her. Olaide leads on external relationships, establishing and nurturing partnerships with key local, business, investor and stakeholder contacts as well as growing the company's pipeline in new and existing locations across the country.

An experienced public speaker, Olaide is regularly asked to speak and participate in debates on a range of topics including public/private partnership, social impact, arts and culture, broadening engagement, and future trends.

In 2022, Olaide was recognised by Estates Gazette as one of the 50 most influential people in the industry. In 2023, Olaide was recognised as a Woman of Influence by the Planner Magazine.

## Suzi Winstanley

Turner.Works



Suzi is an architect and creative placemaker who puts people at the heart of architecture. A director at London based architecture experts Turner Works, she designs buildings and places that help communities thrive. At urban scale Suzi develops the Turner Works microplanning ethos -a step by step approach to masterplanning that applies the tactics of meanwhile architecture to inside out regeneration of neighbourhoods and cities. She is leading microplanning strategies across the UK from Bristol to Newhaven to Manchester.

### **Rebecca Ball**

HLM Architects



Rebecca joined HLM in 2019 as Marketing and Communications Lead and is responsible for the marketing and bid activity across the business. Previously from a building product marketing background, where she created strong marketing campaigns aimed at architects, Rebecca's main passion lies in building brands with purpose.

Rebecca believes strongly that architecture is important to everyone and that the built environment shapes our experiences and influences the quality of our daily lives. She's passionate about building a more sustainable built environment for future generations and recognises the need for more sustainable buildings with excellent health and wellbeing metrics that add real value to society. Rebecca advocates work-based learning having gained her CIM Post-Graduate Diploma in Marketing whilst working full time and loves to encourage and mentor members of her team to learn and grow and be the best that they can be.

### **Debra Stevens**

Debra Stevens Training and Coaching



Debra is a trainer, coach, inspiring speaker and founder of Debra Stevens Training and Coaching. She has been running award-winning experiential workshops on conscious human skills for over 28 years. Her training and speaking have taken her all over the world. She has worked with thousands of people at all levels in companies such as Coca Cola, Network Rail, Santander, Stena Line and Hovis as well as over 15 architect's practices, including MAKE, AHMM, PRP and Scott Brownrigg, improving their human skills and helping them to be more successful leaders, salespeople, customer service operatives, businesses owners, parents, friends, and partners. She is the author of *Stand Out*.



**Tracy Forsyth**  
Fast Track to Fearless



Tracy Forsyth is a leadership coach and the founder of Fast Track to Fearless. Having had a 30-year career in the television industry and as part of the global leadership of the BBC, she now works with senior leaders across and founders across the creative industries helping to evolve the practice of conscious leadership for the 21st century.

**Helen Castle**  
RIBA



Helen Castle is Director of Publishing and Learning Content at RIBA. She is an experienced publishing professional with expertise in architecture. Helen leads on the development of content strategy at RIBA, including The RIBA Journal, books and a broad range of learning content and professional programmes. Previously Helen was Editor of Architectural Design for 18 years and Executive Editor at global publisher Wiley. She writes and lectures regularly.

## **Reflections Webinar Workshop** (online)

**Thursday 6 June 12.30–13.30**

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### **Future Leaders 2024 – Webinar Workshop Event**

Hosted and led by Debra Stevens, Leadership Coach, this interactive session enables you to reflect on your progress and engage with peers in a live webinar setting. You will be encouraged to discuss key messages and takeaways from the on-demand modules and to share your learning experiences with fellow participants in a workshop format.

12:00 – 12:10 **Workshop introduction** & leadership myths

12:10 - 12:25 **Interactive workshop:** Learning activity discussion: what type of leader

12:25 - 12:40 **Interactive workshop:** Hearing the feedback and fresh thinking – interactive whiteboard session

12:40 - 12:55 **How to self-coach** - changing habits and behaviours that will last throughout your career

12:55 - 13:00 **Final thoughts** + key takeaways

## **Conference Programme – Day 2** **Florence Hall, 66 Portland Place, London**

**Tuesday 18 June 14.00–17.00**

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### **Future Leaders 2024 – Workshop & Mentoring Event**

The Future Leaders 2024 closing 'Workshop & Mentoring' event will reinforce the key themes of the on-demand content and bring it to life in interactive sessions with live business actors, Future Leaders CPD speakers, exercises, panels discussions, polls, and input from industry experts and thought leaders, hosted, and led by Debra Stevens, Leadership Coach.

14:00 - 14:30 **Registration & welcome refreshments**

14:30 - 15:30 **Interactive workshop part 1**

- **What makes a successful team: contributing leadership behaviours**  
- 'Take my advice' activity (based on on-demand content homework)
- **Coaching good and bad practice** – actors talking heads and scenarios

15:30 - 16:00 **Interactive workshop part 2**

- **Conscious listening skills**

16:00 – 16.20 Coffee break

16:20 - 16:50 **Interactive workshop part 3**

- How to give motivational feedback game with actors
- Reflection exercise – learning, quick wins, further development

16:50 - 17:00 **Final comments on the future of leadership**, Debra Stevens, Leadership Coach

17:00 - 19:00 **Networking drinks reception with freestyle mentoring opportunity**

## Networking drinks reception with freestyle Speed Mentoring Florence Hall, 66 Portland Place, London

**Tuesday 18 June 17.00 – 19:00**

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The popular mentoring evening opens at 17.00 in the Florence Hall following the workshop sessions. There is also an opportunity to network over drinks for those not taking part in speed mentoring.

This invaluable and unique opportunity enables delegates to meet and chat with inspirational architects, business mentors and industry professionals for 15 minutes who will offer advice on a range of leadership scenarios and queries to support you in your development.

*“I met some great people and had some really thought-provoking conversations”.*

*“I thoroughly enjoyed meeting the mentees and other mentors. I look forward to joining more of these events in the future”.*

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### #Futureleaders

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<https://www.architecture.com/whats-on/riba-future-leaders-2024>