

Future Leaders 2025

Course Introduction: 26 March, 2 to 5:30pm
Reflections Webinar: 16 April, 12:30 to 2pm
Closing Workshop: 23 April, 2 to 7pm
CPD talks (on-demand): Available from 26 March

Introducing Future Leaders: Your Path to Leadership Excellence

Unlock your leadership potential with Future Leaders, a dynamic four-part programme designed to equip early career professionals with the essential skills and insights to thrive in leadership roles. Delivered by industry experts and thought leaders, hosted and led by Debra Stevens, Leadership Coach, this comprehensive offering comprises:

- Two in-person conference events, one live webinar and on-demand CPD modules.
- Comprehensive introduction to leadership from an experienced coach, communication experts and leading UK architects.
- Engaging live sessions, workshops, and discussions with live business actors, exercises, and polls to apply knowledge effectively.

Learning outcomes

- Gain confidence in their own potential and capacity to be leaders
- Clear understanding in the key skills needed to be an effective leader
- Valuable insights in how experienced practitioners tackle a range of relevant challenges
- Understanding challenges of running a successful architectural business and tactics used to overcome them

Who is the course for?

- **Early Year Career Professionals:** Relevant for individuals who are looking to advance in their careers. With On Demand CPD for those wanting to learn anytime, anywhere.
- **Smaller Practices:** Enhance leadership skills and accelerate your professional development, ultimately contributing to the success and growth of your practices.
- **Larger Practices:** Make meaningful contributions to your organisation's success and resilience in a dynamic and competitive industry landscape.



Welcome

What's On Page - <https://www.architecture.com/whats-on/riba-future-leaders-2025>

RIBA Academy - Future Leaders 2025

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:

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

Opening Workshop and Networking
26 March 2025, 2 to 6:15pm
[Florence Hall, 66 Portland Pl, London W1B 1AD](#)

The face-to-face conference will reinforce the key themes of the on-demand content and bring it to life in interactive sessions with live business actors, exercises, polls, and input from industry experts and thought leaders, hosted and led by Debra Stevens, Leadership Coach.

2:00 –
2:05pm

Introduction and welcome by Leadership Coach, **Debra Stevens**

2:05 –
2:40pm

Future Leaders Keynote + Q&A
Lucy Tilley, Adjaye Associates

2:40 –
3:00pm

Interactive workshop
Delegate table discussions to explore objectives, key points of the programme and delegate ‘whys’

3:00 –
3:45pm

Interactive exercise – tower building
This workshop introduces key leadership behaviours and ideas to explore how they differ to management and the relationship and balance between the two

3:45–
4:05pm

Break

4:05 –
4:30pm

Delegate input
What makes a successful team and contributing leadership behaviours?
This session introduces the importance of understanding, appreciating, and valuing difference and being empathetic to people’s needs – leading to empowered, motivated, and positive teams

4:30 –
5:15pm

Scenario based exercise
Empathy in leadership and adapting your leadership style.
Leadership scenarios played out by actors followed by table discussions to decide how to guide the ‘leader’ at key points

5:15 –
5:30pm

Reflection
Fresh thinking around leadership - learning, quick wins, further development and homework to bring to the Reflections Webinar

5:30-
6:15pm

Close and Networking drinks reception

On-Demand CPD modules
Available from 26 March

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.

**Learning
to
Lead**

Keynote: Self-Leadership as a Foundation to Authentic, Inclusive Leadership
Tracy Forsyth, Fast Track to Fearless

Studio culture
Anna Parker, Intervention Architecture

The Emerging Leader Toolkit
Betty Owoo, Be First

Before the Leading, be Led
Gurmeet Sian, Office Sian

**Learning
Teams**

Keynote: Going from 'Me' to 'We'
Tracy Forsyth, Fast Track to Fearless

Leading a Hybrid Team
Damion Burrows, DMBA Architecture with Dian Small, RIBA

How to Own Your Time Without Neglecting Your Team
Carlo Magni, EPR Architects

Development and wellbeing – how to promote personal development and wellbeing in a meaningful way, **Tara Gbolade, Gbolade Design Studio**

**Leading
Business**

Keynote: Leading an Organisation
Tracy Forsyth, Fast Track to Fearless

Differentiating to stand out in a crowded market
Olaide Oboh, Socius

Design and Construction Teams
Suzi Winstanley, Turner.Works

Successful award submissions
Rebecca Ball, HLM Architects

Online Reflections Webinar
16 April 2025, 12:30 to 2pm

12:25–
12:35pm

Introduction and welcome by Leadership Coach, **Debra Stevens**

12:35 –
12:50pm

Homework discussion – What Type of leader

12:50 –
1:05pm

Feedback and fresh thinking

1:05 –
1:10pm

Secrets of positive team leadership

1:10 –
1:25pm

Case Study - Scenario Take 1

1:25 –
1:35pm

Group Discussion

1:35 –
1:40pm

Summary of Group Discussion

1:40 –
1:55pm

Case Study - Scenario Take 2

1:55 –
2:00pm

Reflection - How does your leadership brand shape up

Closing Workshop
23 April 2025, 2 to 7pm
[Florence Hall, 66 Portland Pl, London W1B 1AD](#)

Wrap up your learning journey with group collaboration through interactive workshops with business actors, panel discussions, and speed mentoring sessions, helping to expand your thinking to encourage a proactive change in your day to day lives. Opportunity to gain personalised advice from industry mentors who share insights from their lived experiences; and expand your professional network during our networking drinks reception.

2:00 –
2:05pm

Introduction and welcome by Leadership Coach, **Debra Stevens**

2:05 –
2:30pm

Future Leaders Keynote and Q&A , **Carlo Magni, EPR Architects**

2:30 –
3:10pm

Interactive workshop

Table discussions facilitated by industry experts to discuss learning points from on-demand CPD, Reflections Webinar and homework activity. Delegates will discuss their key learning moments from the programme.

3:10 –
3:40pm

Delegate input and workshop

Workshop on coaching feedforward versus giving feedback and the importance of conscious listening with actor scenarios.

3:40 –
4:00pm

Break

4:00 –
4:10pm

Leadership Scenarios

Leadership scenarios played out by actors followed by table discussion and feedback. Discussions will be facilitated by industry experts.

4:10 –
4:50pm

CPD Speaker Panel Discussion

Experts on leadership in the architecture profession share their significant leadership moment with an opportunity for questions from delegates.

4:50 –
5:00pm

Reflection

Fresh thinking around leadership – key takeaways from the programme and moving forward positively.

5:00 –
7:00pm

Close and Networking drinks reception with freestyle mentoring opportunity



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*.



Helen Castle

Director of Publishing & Learning Content, 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.



Lucy Tilley

Adjaye Associates

Lucy Tilley, ARB, RIBA, is CEO of the Adjaye Associates London studio overseeing projects in the United Kingdom, Europe, Middle East, Asia, and Australasia. She has led the company's growth for over 20 years and has been a key figure in the global success of the practice from many of the firm's early civic and cultural projects—including the Idea Store community libraries in Whitechapel and Crisp Street—to the firm's expansion into commercial, residential, and retail typologies, and international markets—including the Nobel Peace Centre in Oslo, the Aishti Foundation mixed-use retail and arts complex in Beirut, and the Abraham Family House in Abu Dhabi. Lucy trained at Southbank University and received her Diploma from the Architectural Association. She has served as a juror for the World Architecture Festival (WAF) and as a design review panelist for the RIBA Awards, the University of Westminster, and the Architectural Association, where she has also delivered lectures.



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 and founders across the creative industries helping to evolve the practice of conscious leadership for the 21st century.



Anna Parker

Intervention Architecture

Anna is the founding Director of Intervention Architecture is 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. Anna has been shortlisted for UK Construction Week Role Model; a national RIBA Rising Star; the Birmingham Post 'Business Entrepreneur of the Year', listed within the 'Midlands top 50 Entrepreneurs' (Insider), and was nominated as a finalist for Birmingham's Young Professional of the Year. 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. Anna also sits on the Birmingham City Council 'Design and Conservation Review Panel', as a Core Member. Recently, Anna has been appointed as a Trustee on the Board of Birmingham Big Art Foundation.



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 Rising Star in recognition of her talents and contribution to making the public realm and architecture open to underrepresented groups. As a freelance writer, she is a regular contributor to *Dezeen* and has also been published in the *Architectural Review*, *Urban Design Journal*, and *Recessed Space*. She 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. Betty has been a unit tutor and guest critic at the University of Nottingham since 2020. She is also a visiting critic at Oxford Brookes and the University of Sheffield and has given talks at Ravensbourne University.



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

The Cultural Architect

Dian Small is the founder of The Cultural Architect 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

RIBAJ 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.

