

Culture Architects Programme 2026

Become an Organisational
Game Changer



What is a Culture Architect?

We define culture as the norms of behaviour and thinking, that influence how people behave in a given group. These norms form as a result of the behaviours that are encouraged, discouraged and tolerated by people and systems over time. Any group of people who spend time together will form a culture. The question is how intentional we are in shaping that culture.

We've carried out extensive research into organisations with high performing cultures and, in every case, they have at least one person who fulfils a role we've identified as a 'Culture Architect.' These Culture Architects are obsessed with culture; devoting time and effort to it. They also have significant influence. They don't have to be the most senior leader, but they do need to at least need to be trusted by the senior leader(s).

Positive culture change does not happen without them.

[Click here to assess yourself against the key qualities of a Culture Architect.](#)

Programme Leaders:



Shona Crooks

Head of Culture & Diversity,
Equity and Inclusion

[See Bio](#)



John Bull

Director & Lead for High
Performance Research

[See Bio](#)

Programme Aims

1 Support your growth and development as a Culture Architect

- Developing deep insight into the leavers to positively influence Culture.
- Honing your skills for influencing Culture.

2 Build a community of leaders committed to positively influencing culture

- Providing opportunities to enhance your network.

3 Support you to have a significant impact on your culture

- 1:1 and peer support.
- Helping you get clear on next steps you can take to enact shifts in your culture, and holding you to account.

Programme Overview

Participants can expect plenty of practice, feedback and coaching on key skills which enable them as Culture Architects and their environment to thrive. The programme is made up of six half-day monthly modules which will be interspersed with Action Learning Groups, 1:1 Coaching and Skills Development over the course of eight months. It will open with participants sharing their ambitions for themselves and for the organisational culture they're focusing on. It will close 6 months post the last module with participants sharing their experiences, including key learnings and the impact on themselves and the organisation.

We expect to host a diverse group of people from differing organisational backgrounds and geographies. To encourage that, the programme will be virtual.

Our Ambition

We've identified the knowledge, skills and mindset that enable the most effective Culture Architects. Our ambition is to equip more people to become organisational game changers.

If you join us you will:

- Become clear on how you can positively influence Culture.
- Develop the skills to positively influence Culture.
- Meet others committed to positively influencing Culture.
- Decide on practical next steps you can take to enact Cultural shifts.

Module 1: Understanding Culture Leadership

Mon 11th May 2026

(9.30am-1pm)

Module 2: Courageous Conversations

Tues 16th June

(9.30am-1pm)

Action Learning Group

Mon 29th June

(90 mins)

Module 3: Purpose, Belonging, and Psychological Safety

Wed 9th Sept

(9.30am-1pm)

Module 4: Influencing Skills

Wed 7th Oct

(9.30am-1pm)

Action Learning Group

Mon 19th Oct

(90 mins)

Module 5: Empower and Engage

Thurs 19th Nov

(9.30am-1pm)

Module 6: Building a Culture of High Performance

Thurs 14th Jan 2027

(9.30am-1pm)

Join the Programme

Cost: £2,450 + VAT

We are inviting people to apply for places on this programme.

It is not for everyone. It is for people passionate about organisational culture. It is for people who occupy a senior leadership role or a role that has at least part-time focus on culture. If you're interested to sign up, or would value a conversation to understand more, please email info@managementfutures.co.uk.

Terms & Conditions

I agree to the following:

- To be available for and to attend the each of the scheduled workshops on the dates advertised.
- If MF does not achieve the minimum candidate numbers for my Cohort, I will be offered a place on the next available Culture Architects programme or reimbursed my registration fee.
- Where cancellation is made more than a month before the start of the programme, I will be eligible for a refund of the monies paid. After this no refunds will be given although I can transfer my place to a suitable colleague to join the same cohort before the first module takes place. Where postponement is proposed within a month of the start, I note a short notice deferment charge of £720 will be payable.
- The data I've provided being used for invoicing purposes and the successful delivery of the Culture Architects programme.
- To join the Management Futures Mailing List to enable receipt of qualification information and updates.
- MF's Privacy Policy and Terms of Service: Privacy Policy (managementfutures.co.uk).

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