

Building an Intentional Culture & support structure



The overall purpose of The LDC is to support our members in building an intentional culture. The other things we do simply support this overall ambition, because we believe all boats rise on the tide of a positive and intentional culture. Organisational culture must never be left to chance. We have delivered our Best Practice Group – Building an Intentional Culture for over two years. Feedback and evidence would suggest that we have delivered some positive outcomes. As we move forward, we think it's important that all our member organisations invest in their cultural journey. We are proposing that we move away from a specific BPG for culture to a more foundational 'Cultural support infrastructure'. Our other BPG's will remain in place and they will support the overall cultural journey.

Cultural support infrastructure – key features

- Continuation of our best practice visits and benchmarking opportunities
- Workshops and support around the Cultural Playbook
- Developing our storytelling skills
- Supporting our member organisations to measure their cultural impact
- The design of an annual cultural improvement plan
- Further collaboration with Durham University Business School on key cultural trends
- Input around leading effective change – people centric approach
- Annual conference and sharing of success stories
- A platform to share ideas and ask for support
- Development and support for organisational leaders

We are setting out to enhance our offering whilst retaining the positive features of our current BPG. We are still recommending that a core group from each organisation drives forward the cultural strategy – with strong support and sponsorship from senior organisational leaders. We are also exploring the idea of forming a leadership group to drive our culture building activities to ensure we are being in service to our members.

As we develop this new approach a menu of costs will emerge. We look forward to your input over the coming weeks.

Mark Dewhurst from Simply Culture will continue to lead this important work.

Best Practice Events 2026

- Wednesday April 15th @ Durham University Business School
- Wednesday June 10th
- Tuesday October 13th
- Wednesday December 9th