Messy Human Stuff

Manage defensiveness

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Messy Human Stuff

Communal & confidential networks

Messy Human Stuff

Share your lessons

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Messy Human Stuff

Mistakes are learnings

Messy Human Stuff

Bring in independents

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Messy Human Stuff

Visualise contributions

Messy Human Stuff

Anonymise your process

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Messy Human Stuff

Give equal power

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Cultivate communal and confidential networks

Allow spaces for your team to vent safely.

To combat defensiveness

Don't reply in the moment. Take time to feel and breathe through the bodies first emotional responses.

It's okay to not get everything right first time

Turn mistakes into learnings – offer training not disciplinaries.

Share failures as well as successes

Host a F**K Up Friday where sharing lessons learnt is celebrated.

Hosting online mixed power dynamic events/meetings

Try platforms like Sesh to see how much each participant contributes.

Hosting mixed power dynamic spaces

Have independent facilitators for decision making processes.

Build working groups with differing levels of seniority

Give everyone equal power in decision making.

Offer anonymised processes

Use processes like online polls, suggestions boxes, anonymous email accounts to give everyone opportunity to contribute.

Tools

PLOT

WATERSHED

Tools

PLOT

WATERSHED

Remove Tech Barriers

Who does the work?

Tools

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Tools

PLOT

WATERSHED

Who needs it to be accessible?

Get the group ready

Tools

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Tools

PLOT

WATERSHED

Moving through

Make space for sharing learning

Tools

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WATERSHED

Tools

PLOT

WATERSHED

Do you have one person key champions or everyone responsible for inclusion?

Do we remove tech barriers enough for people we are targeting

How do you prepare your target audience or group to work with you?

Who does this project/programme /Process need to be accessible to?

Who is it not accessible to now?

How do you carve out space for sharing learning?

How do we balance/move from gentle exploratory conversations into ones with legal language.

Power

Power Avoidance

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Power

Getting help

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Power

Power you already have

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Power

Engaging support

Power

Influence

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Power

Motivation

Power

Pilot the idea

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Power

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Can you get senior support to make this idea happen?

Who can you speak to who might be able to help you?

Watch out for power avoidance

Recognise if you find yourself moving away from dealing with power difficulties.

Can you engage a particular group to support you in making this happen?

Notice and acknowledge the power you have.

It might be more than you think.

What motivates the person you need to convince?

What are they excited or energised by?

Who can you influence who might support you in this work?

Can you get senior support to make this idea happen?

Who can you speak to who might be able to help you?

Can you explore this idea in a small scale pilot until it shows how it will benefit people?

Policy & Processes

Pay for contributions

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Policy & Processes

Use clear language

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Policy & Processes

Lessen the load on job applicants

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Policy & Processes

Processes with room for people

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Policy & Processes

Access is more than bus fares and lunch

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Policy & Processes

Money matters

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Policy & Processes

Remove the hoops

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Policy & Processes

Not the usual suspects

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Use clear language

Try apps like Hemingway, Grammarly, Milkround for jargon decoding or Katmatfield for gender decoding call outs

Pay people for their contributions

Make sure contributors are paid for their time & ideas and consider a pay scale that reflects people's circumstances.

Processes that make room for people

Use access riders/manual of me exercises to grow a culture of awareness of individuals needs

Lessen the load on job applicants

Try filling out your application forms yourself to see how long it takes

Money matters

Provide clear payment schedules so freelancers, participants and external people know when they will get paid.

Access needs beyond bus fares and lunch.

Access support should also include people's hidden expenses
(mobile data / childcare / subscriptions)

Stop opportunities and calls from favouring the usual suspects

Make it clear that life experiences are valid experiences in your selection criteria - like the experience of being a parent/carer.

Remove hoops that applicants have to jump through in your processes.

Use processes like random selection and anonymisation in your call outs to reduce wasted applicant time and limit human bias

Co-design

Build better partnerships

Co-design

Consider everyone involved

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Co-design

Let the newbies evaluate

Co-design

Audience as experts

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Co-design

Use the best form of working together

Co-design

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Co-design

Co-design

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Thoughtful

Everyone should know why they are in the
room or around the table
Think about your stockists and suppliers. They
are partners too.

Build better partnerships

Host a start-up meeting which establishes
shared values when working with partnerships
and collaborators.

Learn from others

Invite your intended audience in as paid
experts in their own lives-do it sooner rather
than later.

Learn from others

Ask your newest team member to evaluate
your oldest programme.

Learn from others

Co-design, collaboration and consultation are
all different things - use the right one for you.

Thoughtful

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