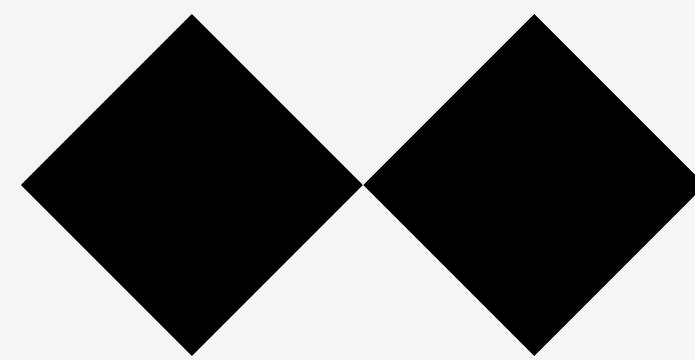


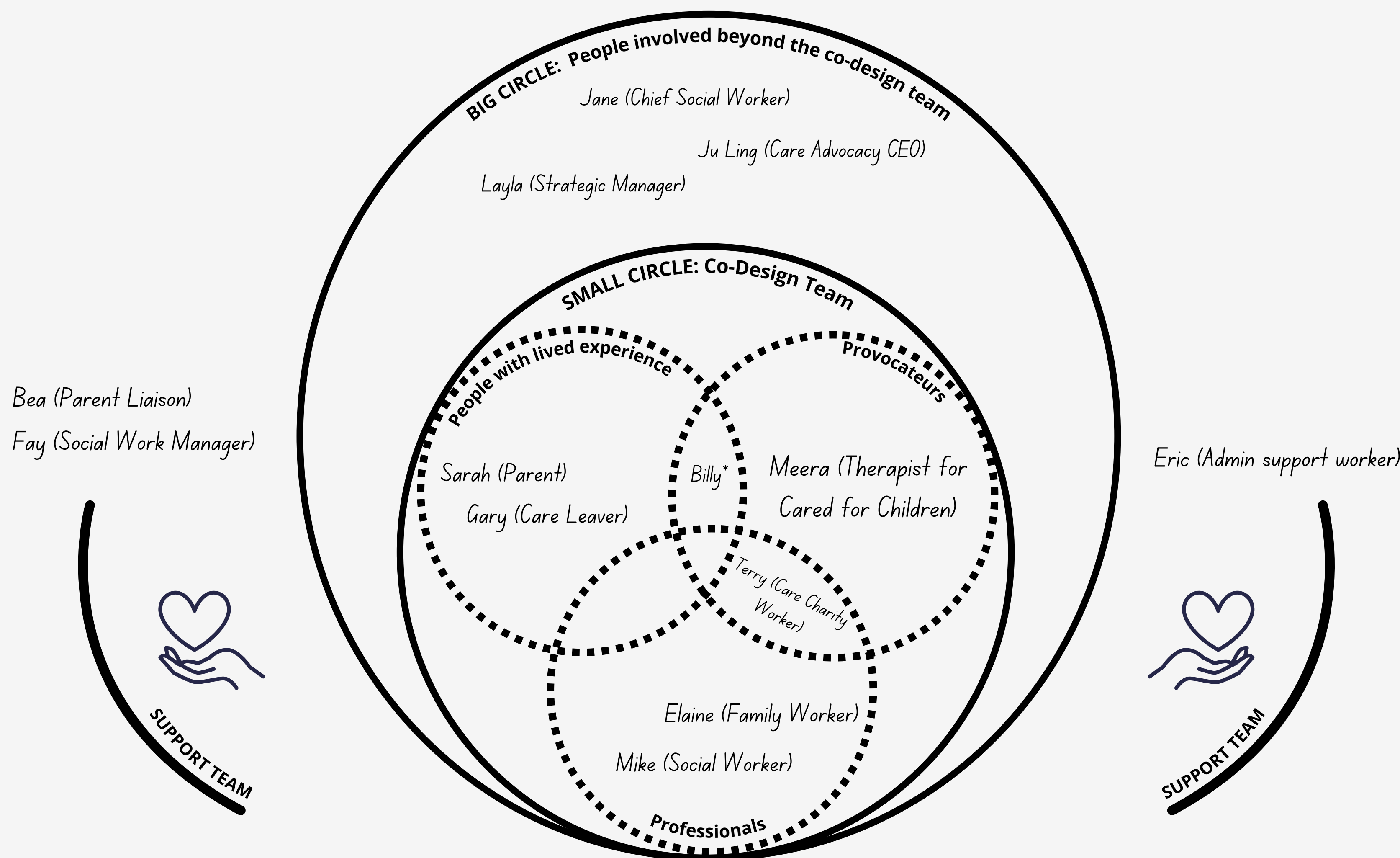
How to: Co-Design Team Map



Isla's Story

Scotland's Independent Care Review used what it heard from real children and young people to create **composite stories** about the care system. These are stories about fictional people, made up from experiences which actually happened.

Isla's story is one of these, and has been used in the example below.



Using the Co-Design Team Map

What it's for

Co-design is an essential part of keeping the promise. It means designing **with, not for**, people that are affected by services and decisions.

This map helps make it clear about who fits where in your co-design team, and what support they'll need. This should help you manage both **expectations** and **the balance of power**.

How it's used

Work through the sections, and identify specific people who you will involve. K A McKercher recommends limiting co-design teams to 20 people, so that genuine trust, intimacy and social connection are possible within the group.

Have more than one co-design team if it is not safe for particular people to be together.

Your team can't be expected or assumed to know everything, so allow the small circle to 'go deep' and the big circle to focus on the broader picture.

In the small circle, people will overlap in their roles, and that's okay. The important thing is to get a good mix. You may want more people with lived experience to help rebalance traditional power dynamics.

When to use it

As you learn more about the problem, it will become clearer who needs to be in the co-design team.

Start the process of finding people as early as you can. It takes time and patience to engage people, especially those that are not usually part of a co-design process. You will also need to help build people's capability to take part.