

oak / derw

**a co-production
culture change package**



Transformation through co-production and partnerships

What

We help you to adopt co-productive behaviours and change the culture in your organisation:

Respond to legislative requirements around co-production and citizen involvement.
Embed co-production by building the skills, capability and experience in your teams.
Create space for innovation and function more as a learning organisation.
Build your ability to operate in complexity and respond to evolving contexts.
Develop new solutions to existing challenges by leveraging trusted relationships.

One lead organisation, working across multiple teams, with partners, and with citizens/communities.



Embedding co-production and innovation across silos

Why

We focus on relationships as the operating principle in complexity, and support your extended team to innovate in a safe space:

We identify existing co-production practice in the organisation and build on it.

We clarify what good co-production and citizen involvement look like.

We focus on building trusted and reciprocal relationships between stakeholders.

We support the multi-disciplinary team (including citizens) to surface the issues.

We embed core skills and capabilities in your organisation through formal training.

We facilitate and support innovation and experimentation to generate tangible, sustainable solutions to challenging problems.

Shifting culture and behaviours through experiential practice.



“Transforming systems is ultimately about transforming relationships among people who shape those systems.” – Peter Senge

Phase 1: buy-in

Phase 1: Establishing buy-in

We work with the leadership teams internally, and in your partner organisations; and we connect with your communities, through conversations, presentations and workshops.

We achieve understanding of the project and secure a commitment:

- of resources (available venue spaces, refreshments)
- of energy (support for the management and frontline teams involved)
- of time (permission for the members to prioritise the sessions and training)
- of attention (regular check-ins and reporting, attendance at launch and close)



Duration and cost: 1 – 3 months, 3.5 days

Phase 2: setup

Phase 2: Building the team, the skills, the challenge

Build the project team:

- practice audit to identify the bright spots and existing champions
- recruit stakeholders across the organisation, partners, and community members (iterative process, multi-level, multi-organisation)

Build the project team's skills through workshops and training sessions:

- develop relationships and trust
- embed skills to support co-production and innovation practice (*see next slide **)

Build the challenge:

- through workshop sessions surface issues and potential challenges
- determine the area for focus and define the challenge teams



Duration and cost: 3 months, 10.5 days

* Training

Part of phase 2: Building the team's skills

The workshops and training sessions contribute to establishing trust and strong working relationships within the multi-organisation/multi-stakeholder project team. The skills and capabilities are embedded in the organisations and will remain as a resource after the project ends.

We have found that the following skills support a strong co-production practice:

- co-production, co-design and co-evaluation
- facilitation, engagement and relationship building
- communication, empathy and managing conflict
- action learning for reflective group learning and collective support into action

4 days of formal sessions + practice support through the project



These sessions offer a combination of theory and practice, in the hard and soft skills that enable teams to operate in complexity and take a co-productive approach to problem solving.

Phase 3: implement

Phase 3: Implementing the learnings and applying them to a concrete challenge

The selected challenge gives rise to 1 - 3 experiments, run in an intensive intervention lasting 100 days and supported by mentoring and coaching, as well as group self-reflective practice sessions, on a weekly basis.

Launch event: 1 day session, facilitated (with keynote from executive)

Day 25: 2 hours check-in (facilitated workshop), for the project team members

Day 50: half day “show and tell” event, open to wider stakeholders

Day 75: 2 hours check-in (facilitated workshop), for the project team members

Closing event (day 100): 1 day session, facilitated (impact, learnings, recommendations)



Duration and cost: 3 months (14 weeks / 100 days), 19 days

Phase 4: embed

Phase 4: Embedding the experiments into daily practice

We evaluate and co-evaluate the outputs, the outcomes and the process.

We capture the learnings from the intensive implementation phase in order to enable knowledge transfer.

We embed the findings into sustainable practice and translate them for use in other local contexts.

To sustain, refresh and support in the medium term:

Facilitated 1 day session after 6 months and 1 day session after 12 months



Duration and cost: 1 - 3 months (+), 9 days

When

Duration: 8 - 12 months from exploratory conversations to final reporting

The project runs over up to 12 months with the training in the second quarter and the intensive implementation period in the third quarter. Ongoing support and update sessions are planned for 6 and 12 months after the project completion.

12 months of Co-production Network organisational membership are included pro bono from the project completion date. The organisation accesses membership benefits while team members participate in the wider co-production community and have opportunities for ongoing learning and sharing of practice.

Embed co-production behaviours and thinking through practice



The lead organisation becomes a flagship example of practice and influences change in its partners and stakeholders.

Costings

Phase	Days	Costs	12% project management	10% (est.) expenses	+VAT	Total
1: buy-in (1-3 months)	3.5	2,100	252	210	512	3,074
2: setup (3 months)	10.5	6,300	756	630	1,537	9,223
3: implement (3 months)	19	11,400	1,368	1,140	2,782	16,690
4: embed (1-3 months)	9	5,400	648	540	1,318	7,906
Totals	42	25,200	3,024	2,520	6,149	36,893

Totals: £30,744+VAT for 42 days consultancy over 8-12 months



Consultancy is charged at £600/day + VAT. 12% project management costs apply for projects over 5 days, to cover communications, admin, etc. Expenses and costs to cover travel, supplies, printing, etc are estimated at 10%. Disbursements will be invoiced at cost.

About

The Co-production and Involvement Network for Wales Ltd *(Trading as: The Co-production Network for Wales)*

The Co-production Network for Wales is the leading organisation in Wales with specialist expertise in co-production and citizen involvement. It offers capability building across sectors through training and consultancy, in both strategic and delivery organisations. Our strength lies in our ability to combine hands-on facilitation and training skills with advisory and strategic input, and in our distributed membership of citizen and professional practitioner members across sectors.

**For a fairer and more sustainable Wales
where everyone has a voice.**



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