



# BARRIERS AND ENABLERS

There are common things that can get in the way of co-production and other factors that will support co-production to work well. Knowing what these are, and planning to address them, will help your project to run more smoothly with fewer bumps along the way.

## X BARRIERS

- Not having a shared understanding of what co-production is and calling things co-production when they are not
- Sessions not being accessible (including times, location, language)
- Rushing to do co-production and not having time to include everyone, to build trust, and to dedicate to the project
- Poor facilitation, planning and communication
- Making assumptions and looking through a 'them and us' lens
- Conflicts of interest
- Not being open to genuine change and having a lack of commitment
- Not setting clear goals and expectations

## ✓ ENABLERS

- Being clear about what co-production is, and realistic about what people can influence, managing expectations and making co-production part of the culture
- Knowing the needs of people involved and how to meet them. Involving everyone (who needs to be) equally and at the right time
- Giving people space, time and proper opportunity to participate as well as making sure you don't rely on the same people to get involved
- Feeling confident in your skills and taking the time to develop them if needed
- Being open and not hiding behind a professional lens, remembering that everyone should be involved equally
- Being aware of what else is happening in the organisation, being clear about expectations and having clear boundaries that are defined early
- Remaining open to change and open to unexpected ideas and solutions. Always ensuring there is senior management buy in and support from the start
- Being clear and realistic about what can be influenced and agreeing measurable and time limited goals collectively from the start

