

# Co-design Fellowship

## GROWING YOUR TEAM

### SELECTING YOUR TEAM



#### **Co-design teams are fluid.**

However, each team needs to have a few consistent members in order to carry forward the vision and history for the project.



#### **Your team should reflect your values and goals.**

Teams should embody a diversity of expertise, positionalities, and roles. They should include someone perceived to hold consequential power. Team composition should align with the goals of the project.



#### **Consider relational dynamics.**

Identify the connectors and influencers in your community.



#### **Consider strategic and political dynamics.**

Identify key positions or offices that would be beneficial to include in the process.

### RECRUITING TIPS



#### **Lead with conversation.**

Engage in dialogue to build relationships first.



#### **Start with the big picture.**

Talk about the ideas behind the project before asking for a commitment.



#### **Clarify the commitment.**

Create a document that details values, roles, and expectations.



#### **Onboard members.**

Create a plan for introducing new members to the team and project.



#### **Create an exit plan.**

Plan for how members can leave the project if they need to.