

FAIRER HEALTH FOR ALL LEADERSHIP TOOLS: DEVELOP



Below are the simple rules for design that we curated as part of the Gallery of Ideas. They have been turned into a checklist for you to use when you are designing leadership development opportunities.

SIMPLE RULES FOR DESIGN

DO WITH US, NOT TO US

Co-design from multiple perspectives and particularly with those experiencing development and impacted by the change.

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DO NOT DEVELOP IN ISOLATION

Bring the system, locality and community together in learning.

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DO CENTRE LIVED EXPERIENCE OF INEQUALITY

This is not an add on. This is a first step and a core continuing conversation.

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DO CREATE A 'FAIR EXCHANGE' FOR CITIZEN CONTRIBUTION

Ask first, value participation in ways described and consider the symbolism for power.

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DO DESIGN FOR POWER TO FLOW

Make power explicit and intentional. Ask 'where is the power?' Then design for power to flow to.

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DO CREATE SPACE

To think, connect, share, build, explore, learn and test.

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DO NOT FORGET WE ARE HUMAN

Design for the full spectrum of human experience – from joy to pain.

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DO REAL AND RELEVANT

Develop in, around or emerging from real work wherever it happens.

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DO BITESIZE

Small and manageable, with choice, accessible by all.

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DO TARGET

Avoid one size fits all. Don't be afraid to target specific development to drive change.

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DO DESIGN WITHOUT ENDPOINTS

Enable, support, resource.

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DO DESCRIBE DEVELOPMENT DIFFERENTLY

There will not be one way to describe development that speaks to all. Embrace diversity in description to broaden access.

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