Co-Design Maturity Model

Flourish

Integrate

Apply

Understand

Explore
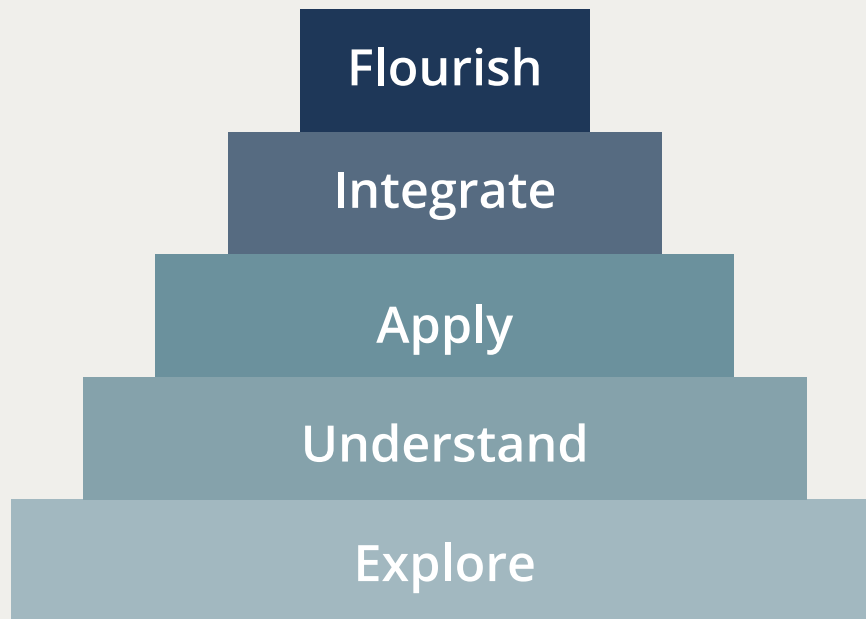
Flourish Evolving and spreading co-design practice across the system

Integrate Adapting and embedding co-design at work

Apply Using co-design principles and practices in context

Understand Identifying the main components of co-design and how it can deliver value

Explore Getting curious about co-design

Emma Blomkamp

People

Flourish
We invest in building capacity and creating the conditions for participation. We model and advocate for culturally-grounded, power-sensitive and trauma-responsive practices.

Integrate
We have ethical and responsive practices that make it safe and rewarding for a diverse range of people to take part in and lead co-design.

Apply
We have dedicated resources and roles for co-design. We form co-design teams with people from different backgrounds.

Understand
We understand the value of incorporating different kinds of knowledge into our work.

Explore
We're curious about what different people can bring to co-design.

Place

Flourish
We challenge 'one-size-fits-all' approaches and reflect on our role within the system. We share nuanced learnings about the conditions for co-design. We build trust and capacity for innovation and participation across the system/sector.

Integrate
We adapt and iterate co-design processes, principles and practices to suit the context. We have embedded innovative and participative ways of working in our organisation/network.

Apply
We choose co-design approaches that suit the context in which we are working. We are beginning to create the conditions to support participation and innovation.

Understand
We can identify the location and level at which we are working, and understand the importance of doing so. We recognise the conditions required to support innovation and participation.

Explore
We're beginning to recognise the importance of context for co-design.

Co-Design Maturity Model

Practice

Flourish
We develop approaches to co-design that integrate methods and principles from other fields. We train or support others to build their capabilities in co-design.

Integrate
We're adapting and embedding co-design methods, tools and techniques into our ways of working. They are not only applied to co-design projects.

Apply
We are using co-design methods, tools and techniques to work with a diverse range of people. We are developing mutual understanding and promising ideas to achieve shared goals.

Understand
We are familiar with different design approaches. We understand the differences between human-centred design and co-design in practice. We are learning about creative and participatory ways to achieve shared goals.

Explore
We're learning about the methods, tools and techniques of design.

Co-Design Maturity Model

Process

Flourish
We model flexible and responsive processes for co-design, resulting in beneficial outcomes. We train or support others to apply these processes and navigate key moments with care. We help people to understand when co-design is not the right approach.

Integrate
We adapt our approach for every piece of co-design work, responding to needs, planning for endings, and building capacity for implementation. We do not begin or continue a co-design process unless the right conditions are in place.

Apply
We have developed our own approach to co-design. We navigate key moments with care.

Understand
We are familiar with the iterative phases of design. We're interested in how to be more flexible and adaptive.

Explore
We're interested in following a design process.