

Structures and mechanisms

Over the years, we develop ways of doing things that actually stop us working well together as teams and prevent people from outside getting involved and this is true for museums and galleries that want to become more participatory.

The old ways of working need to be challenged but changing the way people have worked for a long time is tricky.

You might find applying a theory of change helps you get started such as Kotter's change model, Logic modelling, Theory of change or Appreciative enquiry and you might need to change many things.

You may need to dismantle the silos and fiefdoms and work more collaboratively and you keep changing the systems and processes until co-operation and partnership just becomes the way things are done.