

# Examples of Co-shadowing

Examples of Co-Shadowing to help you work  
out what could work well for you

outsidethebox



## **Who can do it**

People have come up with lots of suggestions and plans as we've been developing this project. Here are some of the ideas



### **2 people from the community sector**

- A social care provider and a peer support or equalities group
- 2 different equalities groups
- A social enterprise and a grant-funded voluntary organisation
- Care provider and a community group offering support to a wider range of people
- A group in a rural area and one from an urban area
- An independent advice, brokerage or advocacy project and a care provider
- Young people who are interested but not yet involved much and community groups

### **A community sector person and someone working in the public sector**

- A mental wellbeing peer support group and someone in the Community Mental Health Team
- A voluntary sector care provider or social enterprise and some from the HSCP Commissioning team or a Locality Team
- Someone in a planning role and a community group
- Library service and a community group

### **Someone who gets support or a family carer and someone from a care provider or other team**

- Relative of someone living with dementia and someone who delivers or plans services for people living with dementia
- Someone who uses support and someone doing assessments for services or the Access Team/initial point of contact
- Person getting support and a care provider

### **2 people in public sector or similar roles**

- Someone in the head office or planning role and someone who delivers care in a community setting
- Housing services and social work or community health services
- 2 of the services that support older people
- Staff from a rural team and an urban team

# How to do it

Usually when people are doing Shadowing they meet up and go around together, one person following the other through their day. We hope that this can happen, but there are other ways you can do it with no, or less, direct contact.

## Example 1: 2 people having a digital shadow

A and B shadow each other for 1 or 2 half days.

First video meeting to set it up, plan when, which time/day they will use (effectively which meetings or bits of work they'll join for).

Person A shadows B – A goes to everything B does, talks through dealing with emails, phone calls etc. Have a short immediate reflection at end of session, as well as longer reflections later.

Then swap over on agreed second date/s.

Get together after it to talk about:

- What did we each observe, reflections
- Learning about each setting and our own settings, roles etc
- Anything we want to work on, help each other take forward etc.

Over the next month or so, have a feedback to each organisation on what they learned, suggestions on what that organisation can do, for example:

- Both be at each organisation's team meeting, board meeting, or other suitable point in structure
- or do a blog or item for group's newsletter

## **Example 2: 2 people doing a diary shadow**

Person A and Person B get together for a video call (or meet up when ok and when people are located near each other).

Go through B's diary for the next week, and:

- Explain what each session or meeting is, the sorts of things they are doing in desk work
- Conversation about what to expect or want to get for meeting
- How it could be better, any issues etc

At end of week or following week:

- B talks over with A on how it went
- Shared reflections, learning

Following week, repeat the other way with a conversation about A's diary for following week.

Same sort of feedback and reflection.

Both have a think about it, get together follow week (or so) on what they learned across the whole thing, points they want to follow up together or help each other take on.

Over next month or so, feed back to each organisation on what they learned, suggestions on what that org can do, e.g.:

- Both be at each org's team meeting, board meeting, etc
- Or do a blog or item for a group's newsletter



## **Example 3: Longer shadowing between 2 people**

Examples could be:

- Combining 1 and 2
- Doing it more often, e.g. repeating once a month or every few months, or doing a shadowing session weekly for 6-8 weeks
- Or... meeting up, in whatever ways are possible and make sense

## **Example 4: 2 teams shadowing each other**

This might involve 3-4 people in each organisation or a local network of groups. Allow longer for the initial planning.

Options within it include:

- people in equivalent roles in each org shadow each other
- people shadow people in a different role

Expect teams may get together to talk about what they each do – can be short presentations etc and involve more people than those doing the shadowing

- Similar to 1 and 2, but also include a meeting at beginning for people to meet each other, find their shadowing pair
- or could be a meeting at end when the pairs each feed back to the wider shadowing team
- or both, and/or other ways they decide.

Build in stages for

- Reflection on what people observed and learned
- Feeding back to wider organisations
- Communications about the shadowing
- Following up and supporting each other to take on any actions.

**We hope you find a kind of co-shadowing that works for you!**

Find more info at: [www.otbds.org/projects/co-shadowing](http://www.otbds.org/projects/co-shadowing)