

LEVERAGING SPECIALISTS

How to get the best out of your experts



WHY DO WE WORK WITH EXPERTS?

- Ensure teams have **the right expertise** for the task
- **Multidisciplinary teams** add value through diverse perspectives.



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KEY CHALLENGES

How working with experts can be complicated

- Cost
- Identifying the right expertise
- Limited time
- Managing expectations
- Defining scope of work
- Keeping to scope of work
- Translating knowledge
- Ensuring collaboration
- Generating interest

- Aligning goals
- Balancing breadth vs depth
- Enabling iteration



GETTING THE BEST FROM EXPERTS THROUGHOUT THE PROJECT PROCESS

DEFINING YOUR NEED AND SCOPE

Clarifying what expertise
you need and finding the
right person.

ONBOARDING YOUR EXPERT

Setting up your expert
and team for success.

DELIVERING THE WORK

Working as a cohesive
team to deliver for the
client and community.

SUCCESS (OR FAILURE!)



TIPS FOR **DEFINING** NEED AND SCOPE

Defining the **specialist capability** you require

- gap analysis
- Value different perspectives
- Be precise

Actually finding someone with the **right capability**

- Your network
- Peak bodies
- LinkedIn
- Seamless.ai

Determining whether someone is the **right fit**

- interested, not just capable
- Clearly understand requirements



TIPS FOR **ONBOARDING** YOUR EXPERT

Ensuring a **multi-disciplinary** approach

Establish processes that enable active teamwork

Getting experts to say **“What If”**

Involve experts In Setting goals about the “WHY”

Cementing **agreed** ways of working

Use collaboration tools you can come back to



TIPS FOR **DELIVERING** YOUR WORK

Maintaining **scope** and focus

- Regularly assess progress against goals and expectations

Maintaining **interest** and involvement

- Meet frequently, regularly, and consistently
- Allow the pursuit of “what if”

Translating the **outputs** to fit your audience

- Intentionally build time to translate the outputs



12 SUCCESS FACTORS TO LEVERAGING EXPERTS

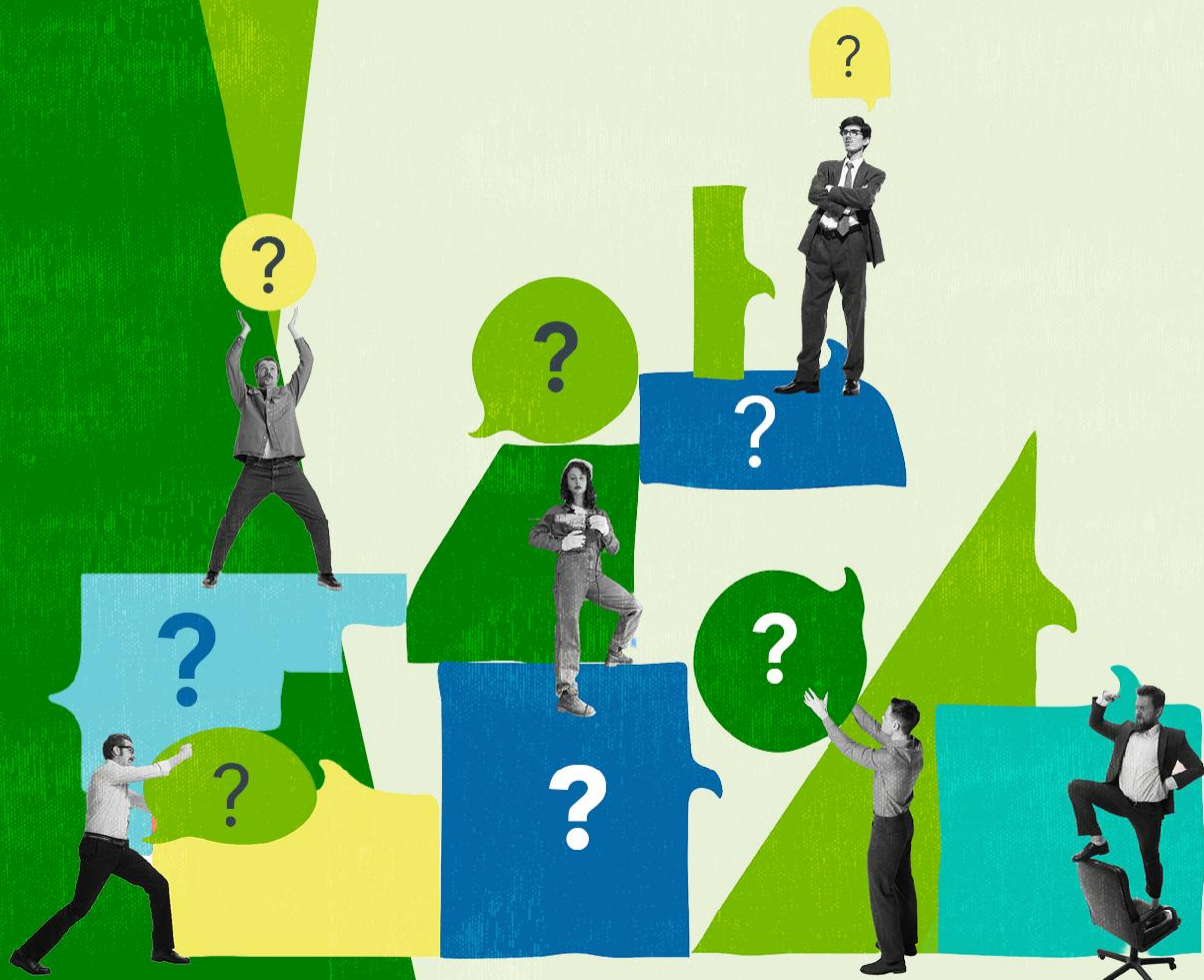
DEFINING YOUR NEED AND SCOPE		ONBOARDING YOUR EXPERT	DELIVERING THE WORK	SUCCESS (OR FAILURE!)
1 Do a gap analysis	4 Build teamwork	7 Continually assess progress	10 Invest in building a strong relationship	
2 Ring around	5 Establish the groundwork for “What If”	8 Meet frequently and regularly	11 Value experts’ wider expertise	
3 Confirm actual interest	6 Write a project rulebook	9 Take time to translate the outputs	12 Celebrate small wins and share reflections as we go	



Q+A



ALLEN + CLARKE





GET IN TOUCH IF YOU HAVE ANY QUESTIONS

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