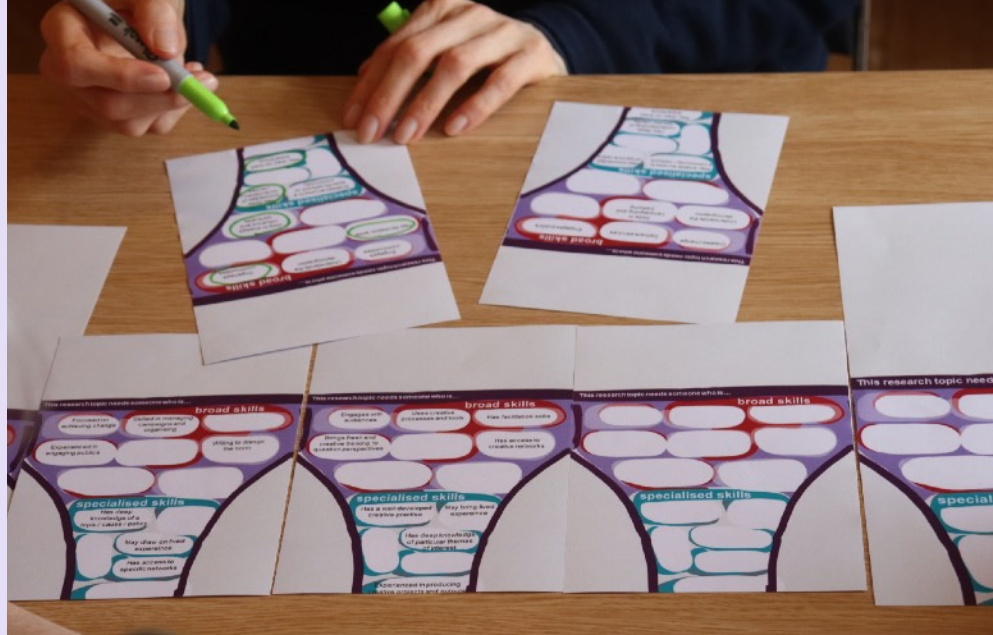


Bridging Expertise



Choose Your Depth

This toolkit works on the basis of having an in-depth consideration of the expertise required in a project.

This toolkit could be carried out in one go which could take up to 1.5 hours. It could also be completed over multiple sessions to give time to develop a team and allow time for reflection and amendments.

About this toolkit

This toolkit is based on the idea of building a bridge with connecting parts. Each section of the bridge represents a potential collaborator who has specific skills that they bring to the project.

What problem does it solve?

if you don't have people on your team with the skills you need, this toolkit helps you identify the diverse skillsets that the project needs. It can help you think beyond your assumptions about the types of people you might want to work with.

This toolkit might be helpful when...

You are starting a project and are trying to figure out who you want to work with.

Credits and License Information

This toolkit was designed and illustrated by Ceri Maltby, with additional illustrations and formatting by Hannah Mumby.

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Instructions

What you will need:

- Scissors
- A highlighter or coloured pencil
- A pen to write with
- A printer (ideally able to print in colour)
- A table or surface to work on

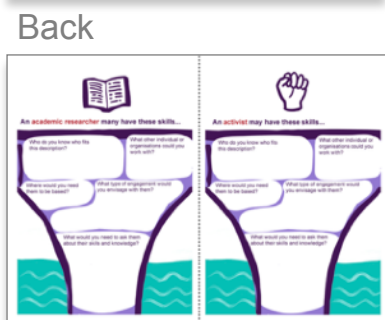
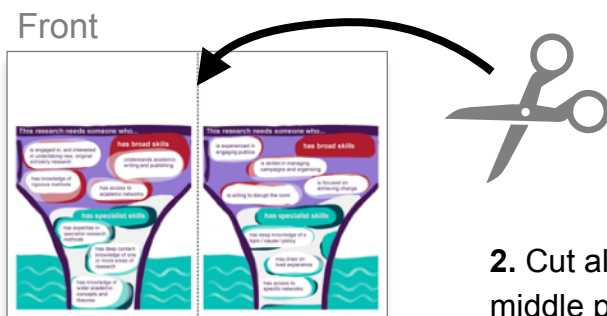
Printing Instructions:

- Print the **instructions (this document)** double-sided on A4, flipped on the **long edge**
- Print the **Bridge Sections document** double-sided on A4, flipped on the **short edge**. You can download the Bridge Sections document at <https://www.brigstow.ac.uk/brigstow/toolkits/bridging-expertise>

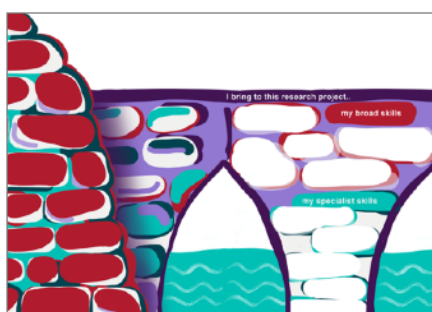
How to use:

SET UP

1. Print out the toolkit pages. The middle pieces should have fronts and backs like this:



2. Cut along the dotted line to separate the middle pieces in half into smaller A5 sheets. Place all these middle sections to one side for the time being.



3. Find the beginning piece of the bridge that looks like the picture to the left.

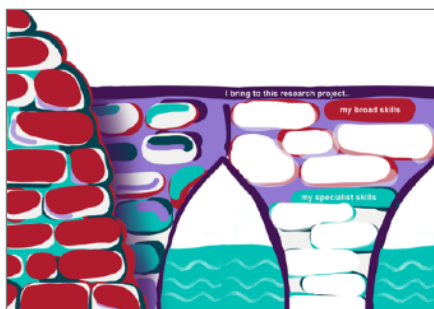
You are now ready to start using the toolkit!

Beginning piece
(A4)

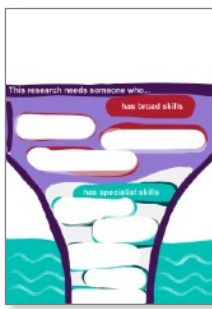
STAGE 1: Your Skills and Expertise

It is important to understand where your own skills expertise and knowledge lie, and where these need to be brought in.

For this stage of building the bridge, you will need the beginning piece of the bridge and some blank middle section pieces if a group of you are using the toolkit together (everyone will need one piece to fill in):



Beginning piece
(A4)



Blank section
(A5)

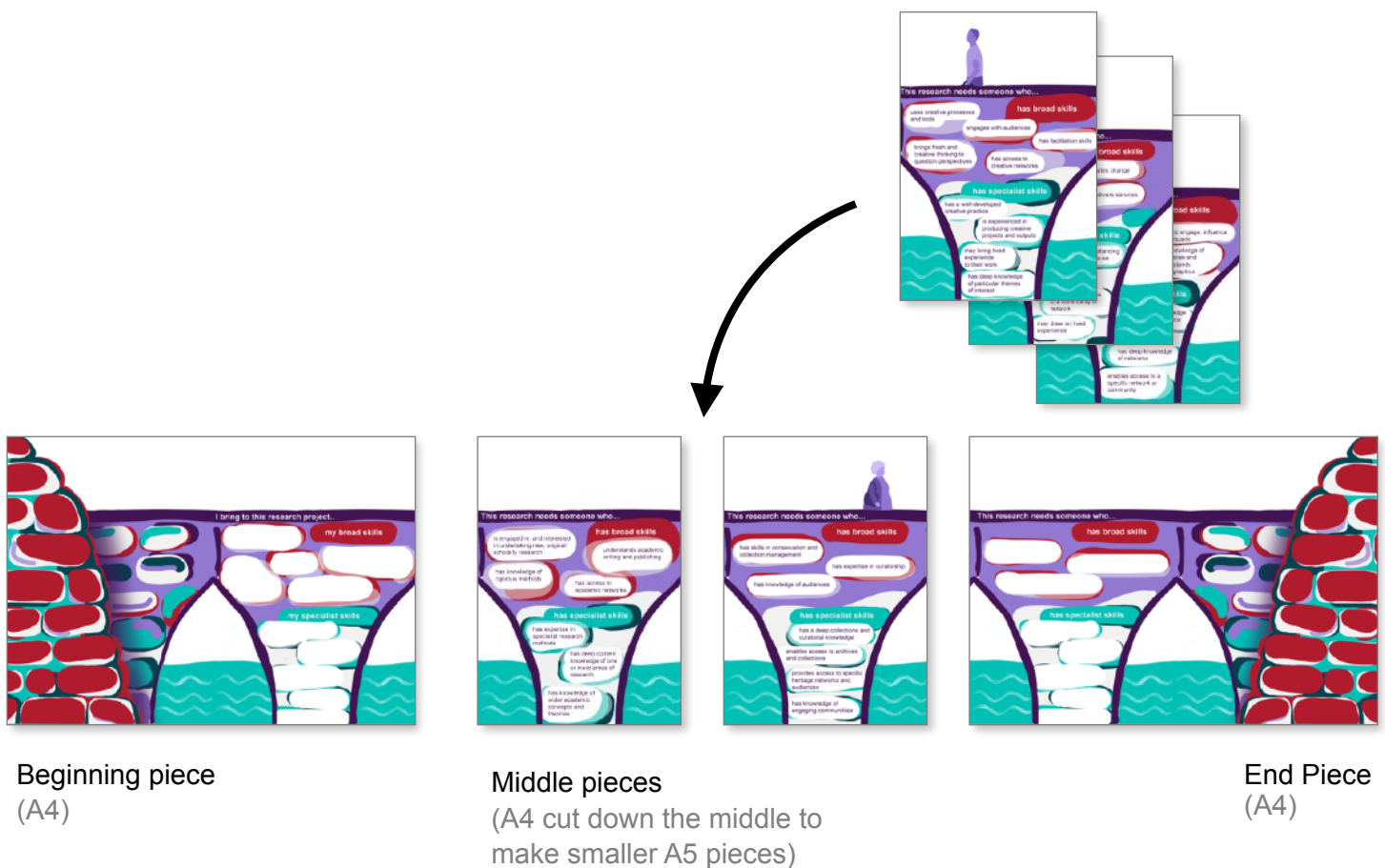
1. Take the beginning piece of the bridge with the wall on the left-hand side and the title “I bring to this research project...”. Lay this on the table in front of you. With a pen fill in the empty bricks with your skills, knowledge and expertise that are relevant to your research idea. You can record your **broad / transferable skills** in the top section (e.g. facilitation skills, knowledge of research methods) and your **specialist** or more niche skills in the lower part of the bridge section (e.g. skills in metalworking, or eliciting and coding oral histories.)
2. If you are using the toolkit with multiple people, each of you should fill out your own blank bridge section.
3. Place your bridge sections in a row on the table to begin building your bridge.
4. Review your bridge section (or sections if working with others). Do you have all the skills necessary to carry out this project already? If so, reflect on why it is you are looking to collaborate with others. Is it necessary for this particular research idea? If your bridge section is missing necessary skills, expertise and knowledge that is needed in order to bring your research idea to fruition, move on to stage 2.

STAGE 2: Skills and expertise needed

Now it is time to consider what other expertise or knowledge will be needed to carry out this research project.

For this stage of building the bridge, you will need the middle pieces and end piece (as illustrated in the image below.)

1. Pick up a bridge section that has writing within the bricks on the bridge body. The section is divided into **broad skills** and **specialist skills**. Using your highlighter or coloured pencil, highlight any skills within this bridge section that will be needed for your project.
2. Repeat this step for each bridge section provided.
3. Place the sections that have highlighted bricks next to your own sections to build the bridge. If you have not highlighted any bricks on a section, discard this section.
4. Use the blank end piece of the bridge to add any skills / expertise that would be needed for the research project not already covered by the other bridge sections you have chosen. You can add **broad skills** or **specialist skills**. If you need to, use an additional blank middle section to ensure all skills you need are recorded.



Beginning piece
(A4)

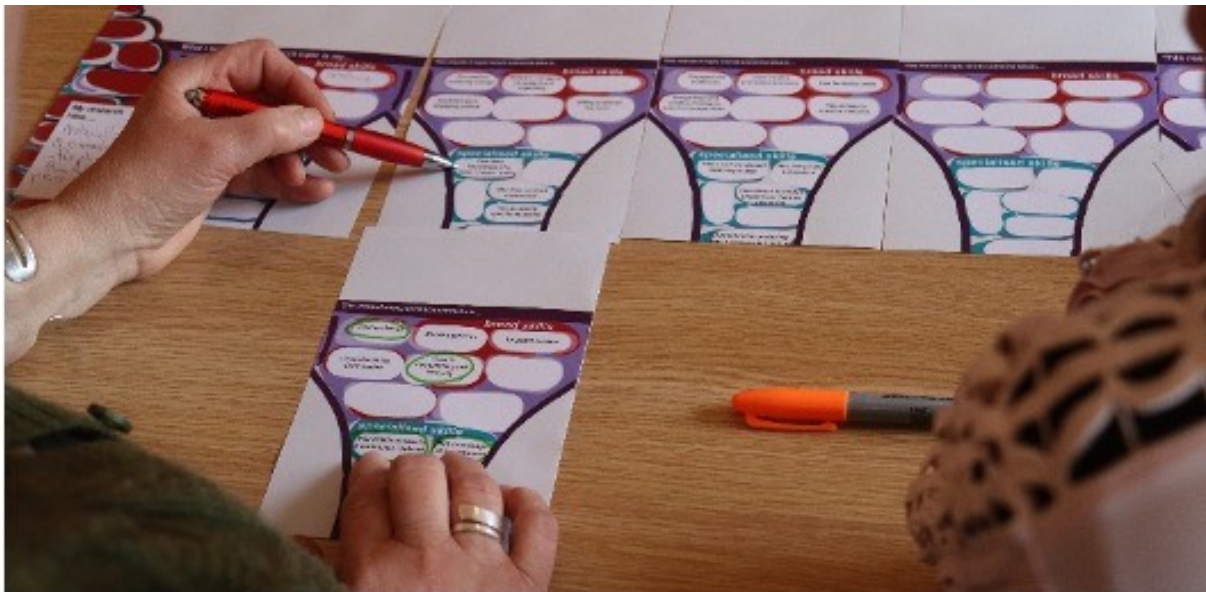
Middle pieces
(A4 cut down the middle to
make smaller A5 pieces)

End Piece
(A4)

STAGE 3: Editing

In Stage 2 you may have ended up with a long bridge and that is fine. In this stage you can reduce the length of the bridge.

1. Look through the sections of your bridge, seeking to edit and cut down the number of sections you are using.
 - A. Which bridge sections are abundant with useful skills? These might be sections you want to keep in your bridge.
 - B. Which bridge sections are duplicating skills? Sections which are only duplicating knowledge or skillsets may be discarded as you might only need the skillset in one member of the team.
2. Keep working through the bridge sections and editing them down to the ones that contain all the skills you need to carry out the project.. These bridge sections will represent different team members / disciplines needed for your project.



STAGE 4: Finding the right people

Now it's time to reveal the types of people you might need on your project.

1. Turn over all the middle sections (apart from the ones you added to represent the existing team). This will reveal what roles or professions might be able to contribute the expertise that you need.
2. On each flipped bridge section, use your pen to write down the answers to these questions in the spaces provided:
 - A. Who do you know who fits this description?
 - B. What other individual or organisations could you work with?
 - C. Where would you need them to be based?
 - D. What type of engagement would you envisage with them?
 - E. What would you need to ask them about their skills and knowledge?

END: What's next?

You have completed the toolkit!

Now you are ready to find the actual people and/or organisations you might want to approach about working on your project. You might find some useful tips on our webpage 'connecting for research' at www.bristol.ac.uk/bristol/networking