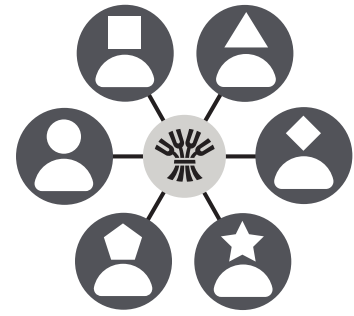


Co-Design of Future Structures

Collaborating with academic leaders and administrative professionals to meet localized needs.



Co-design is about engaging the right minds to create the right outcomes to effectively and efficiently support the university community.

Through the ASR Initiative, the Administrative Network Project team is actively involving central, college and school leaders, and administrative professionals as equal collaborators in the co-design process. This ensures that future administrative structures are sustainable and meet the local needs of academic units, while also aligning with an institutional operational model.

The ASR Communications and Marketing Project is equally engaging college and school leaders in discussions regarding the design of a new operating structure, and is collaborating with existing and new working groups—which include communications professionals from across campus—to develop new tools, services, and systems.

What do we mean by co-design?

Co-design goes beyond consultation.

In a true co-design approach, leaders and administrative professionals within colleges, school, and units are viewed as the experts of their own experience and therefore are central to designing the new operating model. It is an iterative approach

that is reflective and adaptive, and creates an environment where the end deliverables are more responsive and appropriate to college, school and unit needs.

What are the benefits of a co-design approach?

- A better understanding of the problem or issue that we are trying to solve.
- Improved knowledge of college, school, and unit needs.
- Immediate validation of current ideas or concepts, and co-development of new ones.
- More efficient decision-making.
- Better cooperation and collaboration across units.
- Higher degree of satisfaction and ownership.
- Increased levels of support and enthusiasm for change.
- Improved relationships across USask.

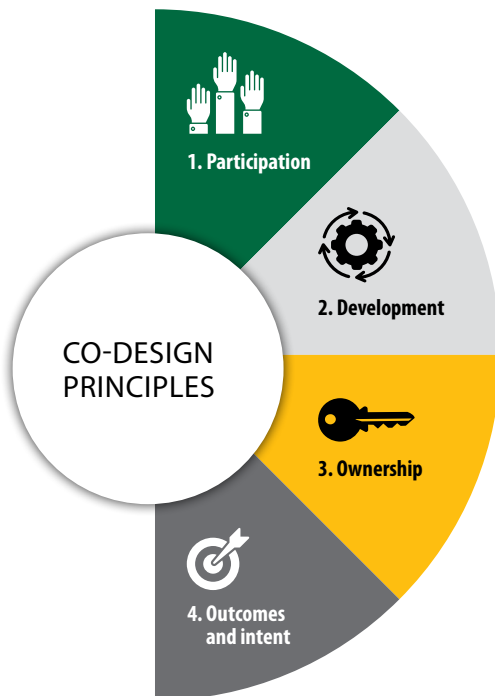
“ People, not process, are at the heart of co-design. Through the ASR Initiative, we are building pragmatic and systemic solutions to improve administrative service delivery on campus. To do this, we are listening to, learning from, and working with the people leading this work in colleges, schools, and central units. Building off the Shared Services model, we are gaining a better understanding of localized needs, current administrative supports and barriers, and where change can be made to improve end-to-end service and create opportunities for administrative professionals at USask.

- Dr. Vince Bruni-Bossio (PhD),
Interim Associate Provost, Strategic
Priorities, and Project Co-Sponsor,
ASR Initiative



What principles are being applied during the co-design process?

When collaborating with senior leaders and administrative professionals across USask, the ASR Initiative project teams are applying four key principles in the co-design process: participation, development, ownership, and outcomes and intent.¹



Several elements support and ensure the active **participation** of all members during co-design.

- Transparency, ensuring members

understand the methodology, resourcing, and expected outcomes so they can actively contribute.

- Broad input, ensuring a range of experiences and perspectives are considered.
- Person-centred and inclusive, by creating a safe environment where members can listen and contribute without judgement and where their experiences are seen as valid evidence.
- Diversity of perspectives, in terms of those who deliver and use administrative services.

The second principle, **development**, ensures that all members actively share information, knowledge, expertise, ideas, and experiences so that we can collectively and actively learn throughout the co-design process.

As we co-design new administrative models, we will foster collective **ownership** and commitment to both the process and outcomes—from start to end.

Lastly, throughout the co-design process, we will ensure our recommended **outcomes** are focused, pragmatic, and practical. Through ASR we have a clear vision and direction, and through co-design we can develop solutions that meet both institutional and local needs.



“ **One of the biggest opportunities with this project is our commitment to the co-design. We have been very thoughtful and purposeful in building in the capacity to really explore the work, engage with stakeholders, listen to their stories and journeys, and let that guide and inform our work. Our project’s success is directly tied to the collaboration and participation of our partners across campus, and the opportunity to explore co-design on this scale is the element that drew me to managing this work.** ”

**- Andy Barber,
Senior Project Manager,
Administrative Network Project,
ASR Initiative**

¹ “Key elements and principles of co-design”. (2023, August 16). Beacon Strategies. <https://beaconstrategies.net/blog/key-elements-and-principles-of-co-design#:~:text=According%20to%20work%20previously%20commissioned,power%2C%20and%20outcomes%20%26%20intent.>