

## View results

Respondent

8

Anonymous

10:15

Time to complete

1. Huvudförfattarens namn \*

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5. Jag/vi önskar presentera i följande format (flera val är möjligt): \*

☒ Muntligt

☒ Poster

6. Jag/vi önskar presentera på (ett val är möjligt): \*

☐ Svenska

☒ Engelska

7. Titel på abstract \*

A Principle-Based Framework for Co-Creation: Fostering Collective Understanding in Complex Organizational Change

Background:

Addressing sickness absence have long relied on individual-focused approaches, driven by a perceived, yet increasingly questioned, belief in the effectiveness of such interventions (Fleming et al., 2024). There is a growing awareness that multilevel interventions are needed, changing how sickness absence is addressed within organizations and, researched. Multilevel interventions are complex, requiring behavioral change and coordination across organizational level. Thus, involvement of stakeholders at all levels is essential to support the design, implementation and evaluation of such interventions (von Thiele Schwarz et al., 2016).

Aim/Objective

This study examines how co-creation workshops, based on participatory design principles, can support implementation and evaluation in a research-practice partnership.

Method:

The study used 3-hour co-creation workshops to support organization-driven implementation and research-driven evaluation. Workshops, guided by eight design principles emphasizing diversity of perspectives, independence, decentralization, aggregation, reflexivity, dramaturgy, visualization manifestations, and psychological safety, were conducted in three iterations with stakeholders across organizational levels. Data included workshop artifacts and pre-post questionnaires on intervention beliefs, organizational self-efficacy, and role expectations.

Results

The workshops co-created a visual program logic that captured a collective understanding of the change process across organizational levels. This outcome was not known to the evaluators prior to the workshops and emerged through the participatory design principles. The process enabled a shared understanding between researchers and practitioners, and clarified how organizational actors perceived their roles in complex organizational change.

Conclusion

The study illustrates how clearly defined design principles can structure co-creation processes that promote collective understanding and engagement in complex organizational change. These principles provide a practical, transferable framework for collaborative workshops and serve as a methodological tool for researchers seeking to integrate co-creation in intervention development and evaluation, fostering a shared understanding within organizations and across research–practice collaboration.

References

Fleming, W. J. (2024). Employee well-being outcomes from individual-level mental health interventions: Cross-sectional evidence from the United Kingdom. *Industrial Relations Journal*, 55(2), 162-182.

von Thiele Schwarz, U., Lundmark, R., & Hasson, H. (2016). The dynamic integrated evaluation model (DIEM): achieving sustainability in organizational intervention through a participatory evaluation approach. *Stress and Health*, 32(4), 285-293.