Designing Local Public Organizations for the Introduction of an Institutional Logic of Co-creation
Magdalena Potz, Sarah Serval, Anais Saint Jonsson, Bruno Tiberghien

To cite this version:

HAL Id: hal-03792084
https://hal.science/hal-03792084
Submitted on 29 Sep 2022

HAL is a multi-disciplinary open access archive for the deposit and dissemination of scientific research documents, whether they are published or not. The documents may come from teaching and research institutions in France or abroad, or from public or private research centers.

L’archive ouverte pluridisciplinaire HAL, est destinée au dépôt et à la diffusion de documents scientifiques de niveau recherche, publiés ou non, émanant des établissements d’enseignement et de recherche français ou étrangers, des laboratoires publics ou privés.
Designing Local Public Organizations for the Introduction of an Institutional Logic of Co-creation

Magdalena Potz
Sarah Serval
Anais Saint Jonsson
Bruno Tiberghien

Published Online: 6 Jul 2022 https://doi.org/10.5465/AMBPP.2022.15965abstract

Abstract

This paper provides new insights to introduce a conflicting institutional logic with an anticipatory approach. The aim is to identify the most suitable strategy and the organizational design in order to best prepare the introduction of a new institutional logic with as little conflicts as possible. To do so, we led an experiment research method hand in hand with public managers in order to identify potential sources of conflict, levers that can be used, and changes to conduct. We studied a specific organisational field marked by institutional complexity: a local public organization with a heavily bureaucratic functioning, and the introduction of an institutional logic of co-creation (ILCC) to build local public policies. Findings shed light on sources of conflict situated on multiple levels: the micro-level of individuals, the organization’s position in the field, as well as the nature of the institutional logics themselves. Finally, the most suitable strategy is based on the design of a progressive, stratification-like introduction process for an ILCC to prevent conflicts with existing institutional logics.