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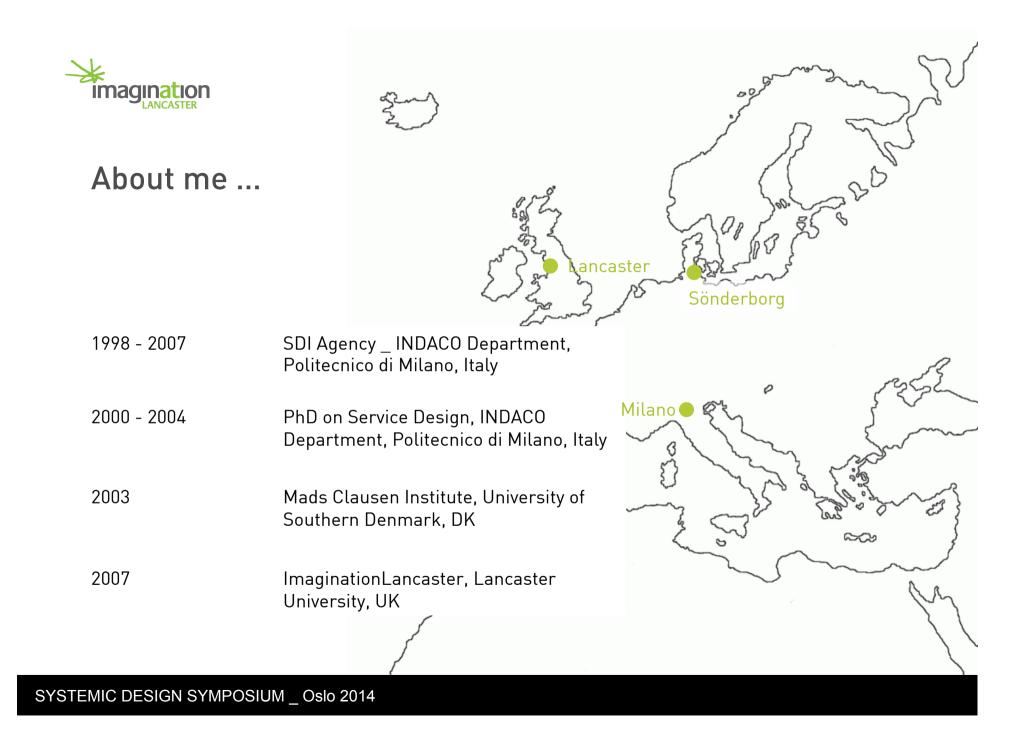
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# Bringing Complexity into Service Design Research

Systemic perspectives in Design for Services

Daniela Sangiorgi \_ ImaginationLancaster, Lancaster University





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# Innovation through Improved Service & Design

SERVICE DESIGN

PhD

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### ServDes 2014



London Creative and Digital Fusion

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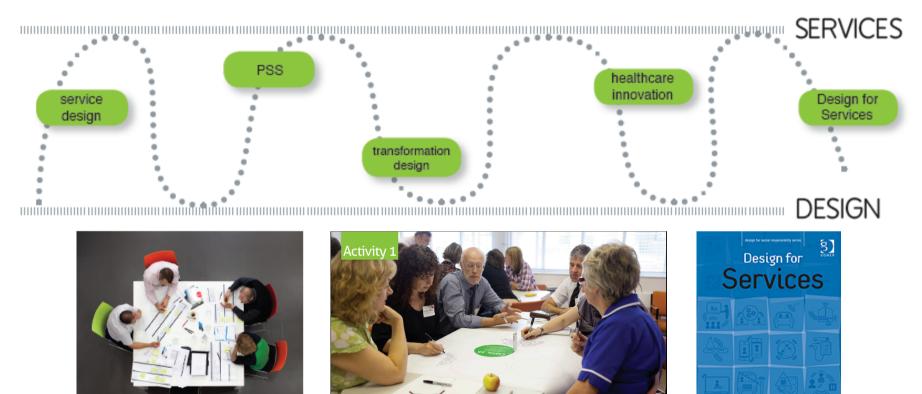
users?

### Big Data Art

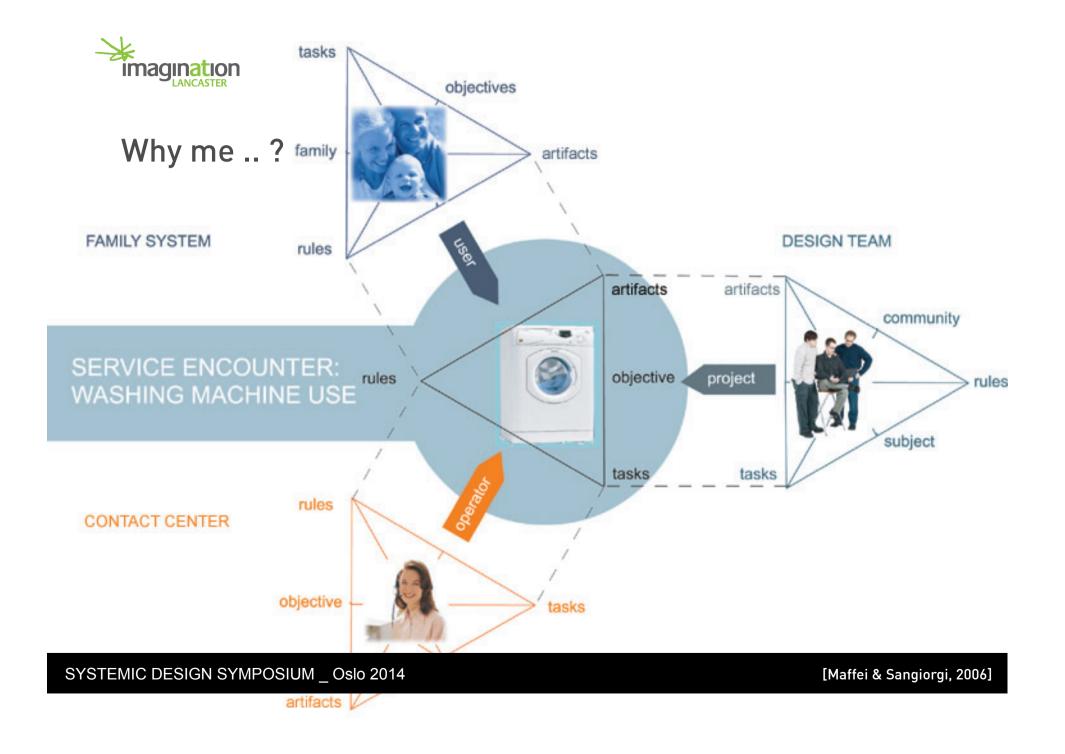


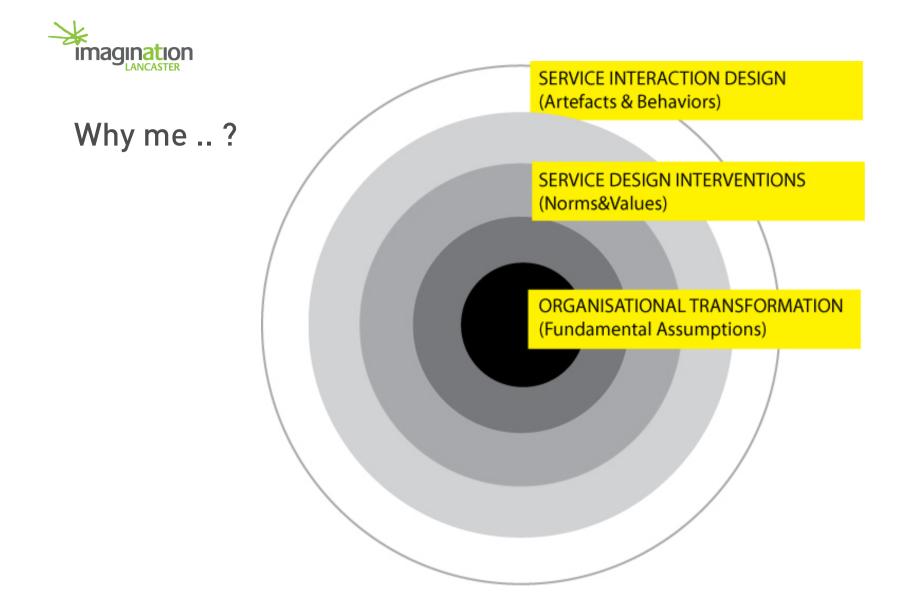


### About me ...



Anna Meroni and Daniela Sangiorgi Series Editor: Rathel Cooper





SYSTEMIC DESIGN SYMPOSIUM \_ Oslo 2014

[Sangiorgi & Junginger, 2009]

# Systemic perspectives in Design for Services

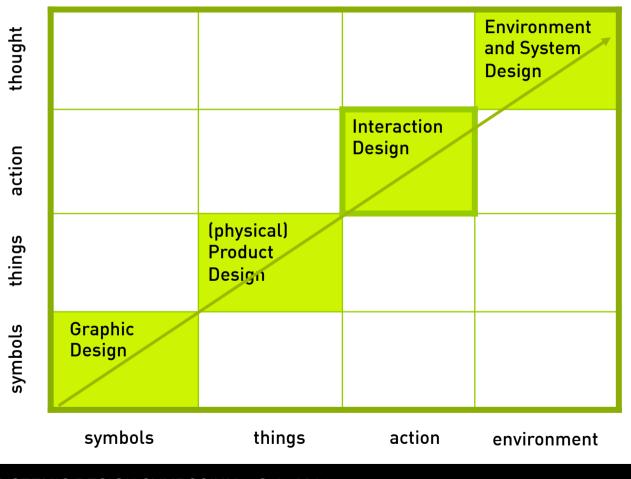
(Service) Design evolution

Systemic Considerations in Service Design

- Scaling
- Participation
- Transformation
- Conclusions



### Models of design evolution



Interaction Design: "focusing on how human beings relate to other human beings through the mediating influence of products"

SYSTEMIC DESIGN SYMPOSIUM \_ Oslo 2014

[Buchanan, 2002: 11]



## Models of design evolution



### SYSTEMIC DESIGN SYMPOSIUM \_ Oslo 2014

### [HUMANTIFIC]



# Models of design evolution

Generation	First	Second	Third	Fourth	
Orientation	Rational 1960's	Pragmatic 1970's	Phenomenological 1980's	Generative 2000's	
Methods	Movement from craft to standardized methods	Instrumentality, Methods customized to context	Design research and stakeholder methods Design cognition	Generative, empathic & transdisciplinar Y	
Authors & trends	Simon, Fuller Design Science Planning	Rittel, Jones Wicked problems Evolution	Archer, Norman User-centered Design Participatory Design	Dubberly, Sanders Generative Design Service Design	
Systems influences	Sciences Systems engineering	Natural systems Hard systems	System dynamics Social systems Soft systems	Complexity	

Table 1. Four Generations of Design Methods



### Service Design origins

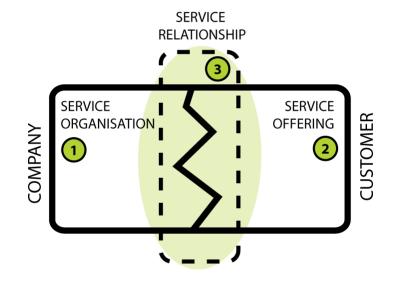
Two first contributions:

SERVICE AS A PRODUCT: service as an object of design → focus on the design process/design management (Mager, 1997: Hollins, 1991)

SERVICE AS A COMPLEX INTERFACE: from a concept of services as complex organisations to the one of complex interfaces to the user → focus on the specificity of design intervention (Pacenti, 1998)



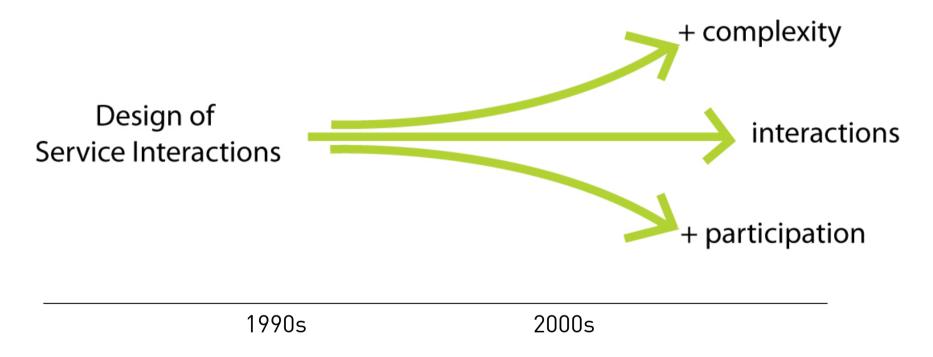
### Interaction paradigm



'set of concepts, values and tools that derive from the interpretation of services and of Service Design, starting from the area and the moments of interaction between the user and the supply system' (Sangiorgi, 2004).



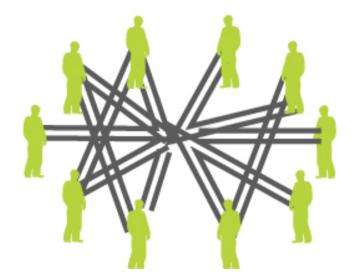
## **Emerging practices**



Changing of practices because of the growing of complexity and collaborative nature of service projects and society demands.



## **Emerging practices**

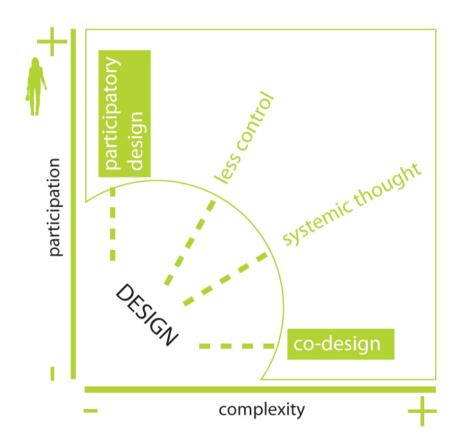


Change in the context and nature of the service interactions :

- from one-to-one to many-to-many interactions;
- from sequential to open-ended interactions;
- from within to amongst organisations.



## **Emerging practices**



### Service Design is

- 'scaling up' (complex systems)
- 'reaching out' (working with different disciplines and professions)
- 'deepening in' (working within service organisations and user communities)



Map

#### IMAGINING FUTURE DIRECTIONS FOR SERVICE SYSTEMS

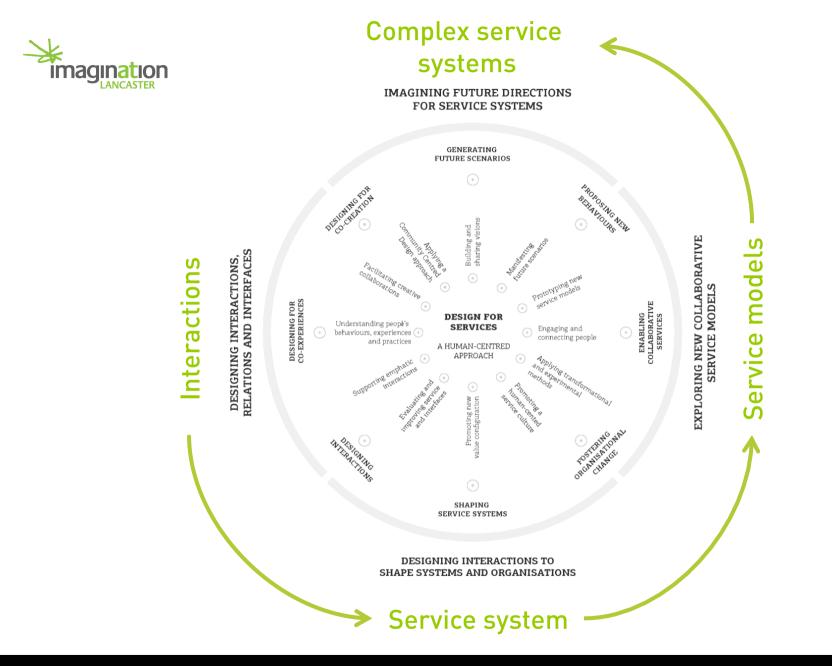


DESIGNING INTERACTIONS TO SHAPE SYSTEMS AND ORGANISATIONS

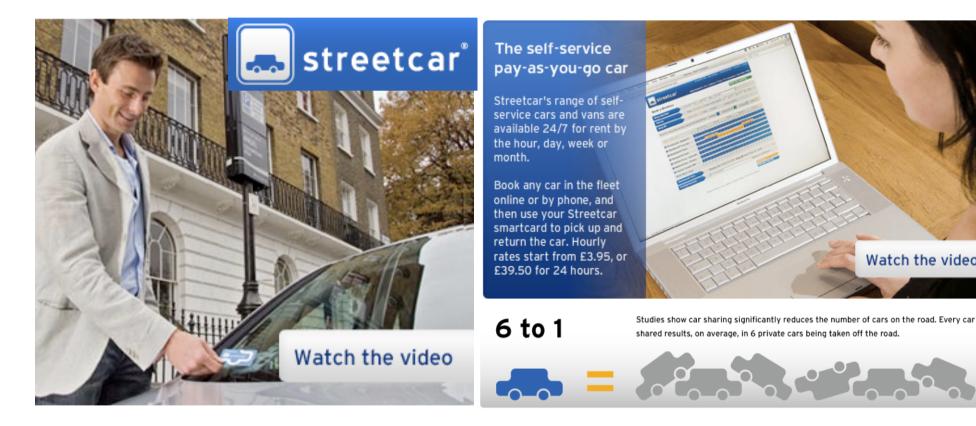
[Meroni & Sangiorgi, 2011]

EXPLORING NEW COLLABORATIVE

SERVICE MODELS



### **Service Interactions Design**

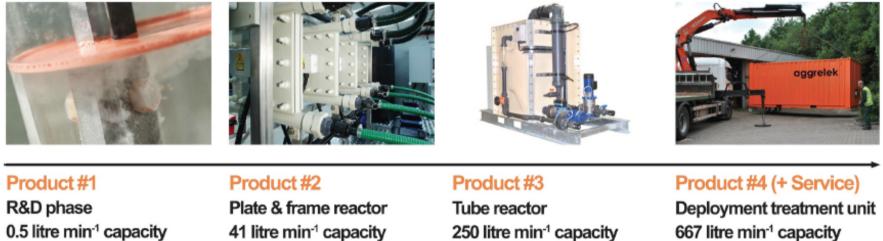


### [LIVEWORK]

Watch the video

### **Product-service system**

THE NATIONAL CENTRE FOR PRODUCT DESIGN + DEVELOPMENT RESEARCH



0.5 litre min <sup>-1</sup> capacity		41 litre min <sup>-1</sup> capacity	250 litre min <sup>-1</sup> capacity	667 litre min <sup>-1</sup> capaci	
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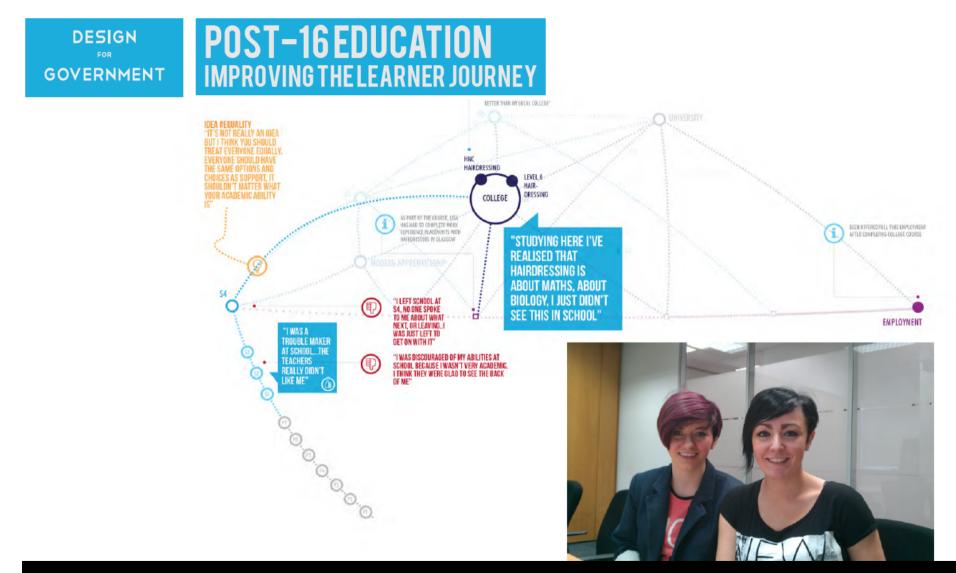
### **New Service Models**



### SYSTEMIC DESIGN SYMPOSIUM \_ Oslo 2014

### [PARTICIPLE]

# **Complex Service Systems / Policy**

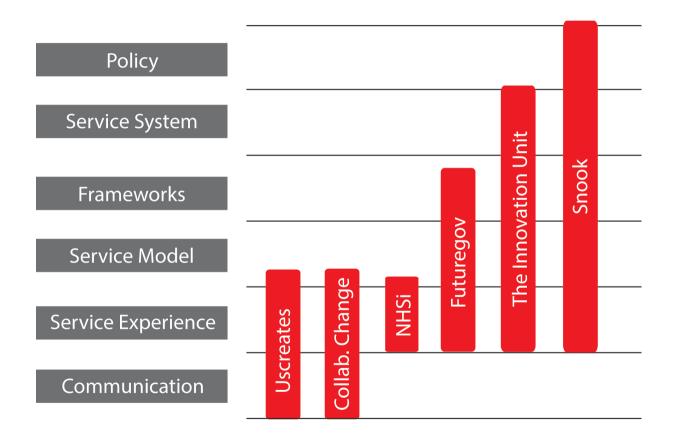


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#### [SNOOK]



### Different levels and modes of practices



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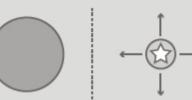
[Sangiorgi, forthcoming]



# Different models of practices







#### Embedded designer

Full time strategic-level employee responsible for developing organisational design capacity, as well as for specific service redesign programmes. e.g. Cornwall Council, Capita, Helsinki Design Lab Exchange project, Scottish Government.

#### Internal agency

A service design unit (normally multi-disciplinary) works with other parts of the organisation on a project-by-project basis. e.g. Social Innovation Lab Kent, MindLab, Behavioural Insights Team.

#### External agency

Consultancy from an independent design practice on a project-by-project basis. e.g. Ideo, Snook, Uscreates, ThinkPublic, LiveWork, Engine, STBY – and many others.

#### Brokered intervention

Organisations such as the Design Council, or Nesta, in order to address a perceived market failure, broker design work for a public sector body, thereby introducing new expertise in a de-risked way, and supporting design businesses through procurement. e.g. Patchwork, Creative Councils, Design Council Challenges and public service leadership projects.

#### Design-led startup service

Design-led teams move outside of the traditional public service institutions to start services that meet a specific public need independently. e.g. Participle, Good Gym, Care4Care.

### **Design evolution**

# Systemic perspectives in Design for Services

- Scaling
- Participation
- Transformation
- Conclusions



# Systems metaphors and approaches

		UNITARY	PLURALIST	COERCIVE
EMS	SIMPLE	Simple–Unitary	Simple–Pluralist	Simp <b>l</b> e–Coercive
SYSTEMS		Complex–Unitary	Complex–Pluralist	Complex–Coercive

### PARTICIPANTS



# Systems metaphors and approaches

	PARTICIPANTS		
	UNITARY	PLURALIST	COERCIVE
SIMPL	E HARD SYSTEMS THINKING	APPROACHES	EMANCIPATORY SYSTEMS TH <b>I</b> NKING
SVSTEMS COMPLE	SYSTEM DYNAMICS ORGANIZATIONAL CYBERNETICS COMPLEXITY THEORY	SOFT SYSTEMS	POSTMODERN SYSTEMS TH <b>I</b> NKING



# Systems models and approaches

### functionalist <a>interpretative</a> <a>emancipatory</a>

postmodern

Efficiency, adaptation and survival

Complete understanding of the system and its parts

Control of operations **Effectiveness** and stakeholder commitment

Collaborative interpretation of systems

Plan systemic improvements; idealised design Empowerment and emancipation of oppressed individuals

Open and democratic debates

transformation

Radical

Exception and Fmotion

Surface different view points and support diversity

Challenge and break down

### SYSTEMIC DESIGN SYMPOSIUM \_ Oslo 2014

[Jackson, 2010]



### Drivers for complexity

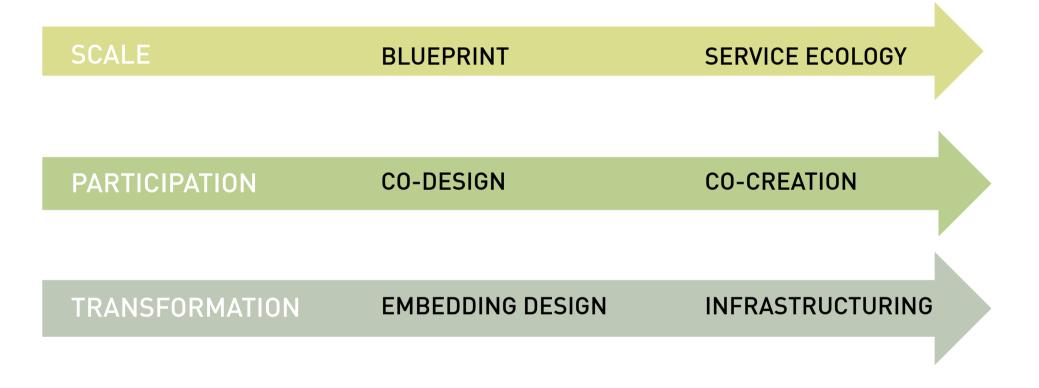
## SCALE

# PARTICIPATION

TRANSFORMATION

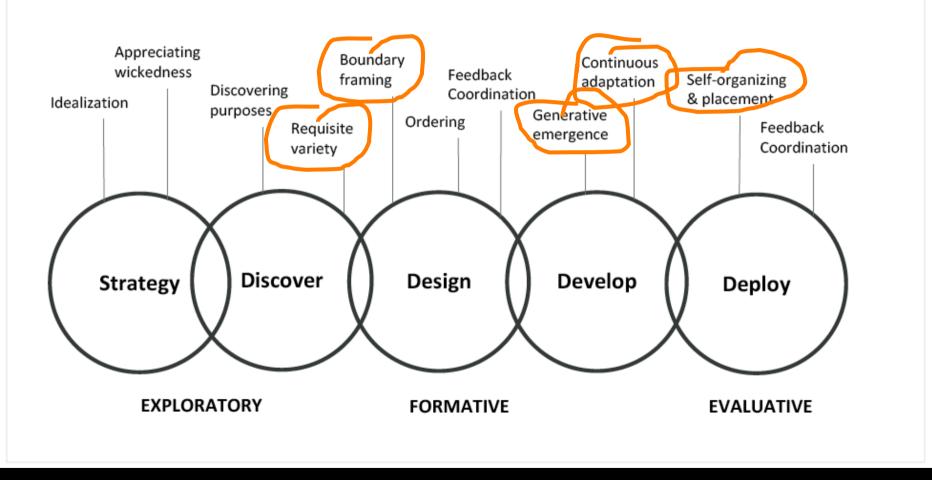


### Systemic perspectives





### Systemic design principles



[Jones, 2014]

**Design evolution** 

Service Design evolution

- Scaling

- Participation

- Transformation

Conclusions

We're looking for budding Steven GOVERNMENT Spielbergs to film and make a documentry about their experiences ad and neck services. Scaling Ion't you take the opportunity, you can work with our professional ..... film maker to produce your own

documentry.

**Y** UR **XPERIENCE** 

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Tell



Manager American American American Manager American American American

based Design

**Education system** re-design

ENME OV

DESIGN



# Service Systems

Service supply system: "coherent and systematic organisation of the all physical and human elements of the client-company interface, that are necessary for the building of the service performance whose commercial and quality levels have been already defined" [Eigliere Langeard, 1987]

# SERVICE BLUEPRINT

Complex service systems are configurations of people, technologies, and other resources that interact with other service systems to co-create value (Maglio et al. 2009).

# SERVICE ECOLOGY

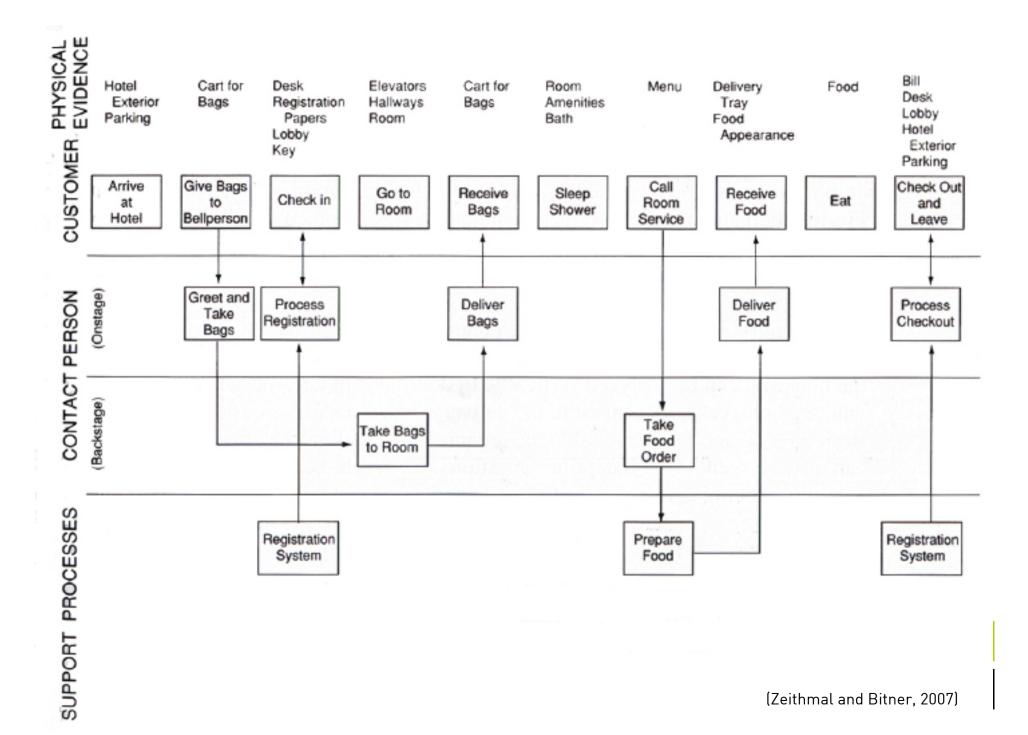


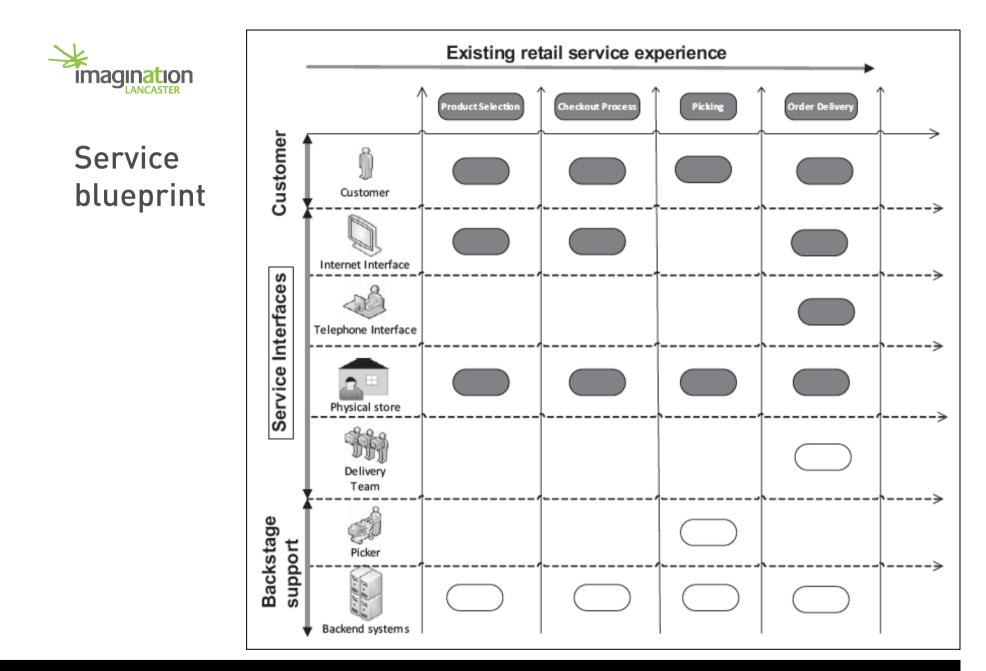
# Blueprint

A service blueprint is a picture or map that accurately portrays the service system so that the different people involved in providing it can understand and deal with it objectively regardless of their roles or their individual points of view.

It visually displays the service by simultaneously depicting the process of service delivery, the point of customer contact, the roles of customer contact, the roles of customers and employees and the visible elements of the service.

(Zeithmal and Bitner, 2007)





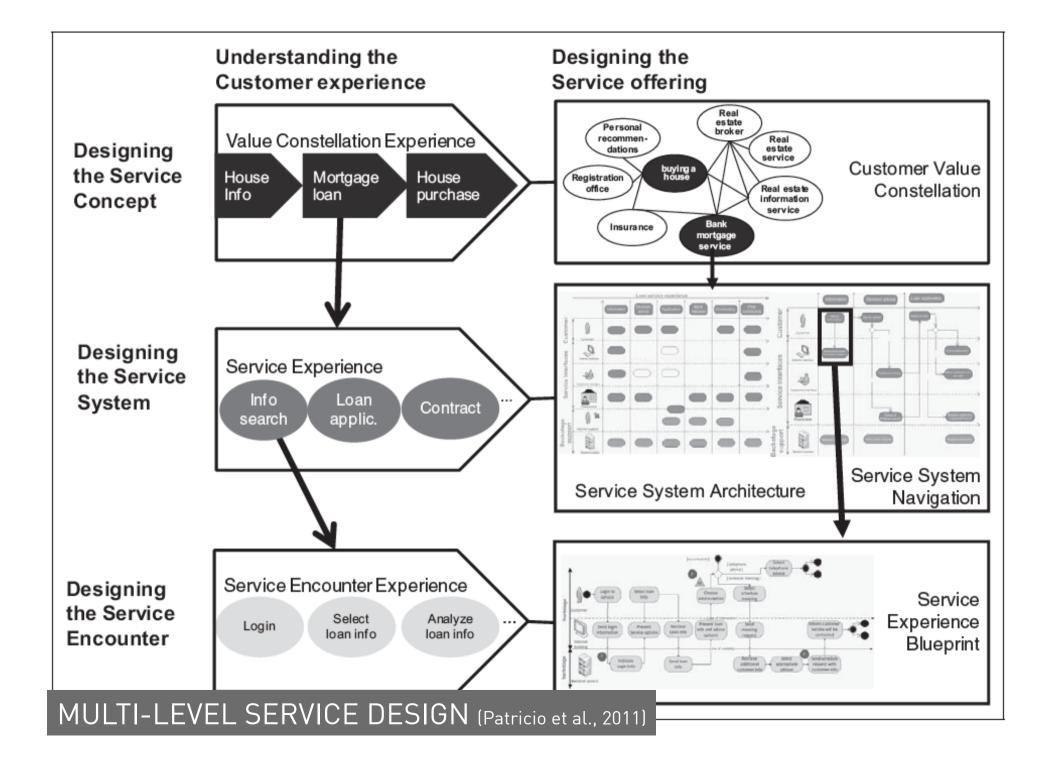
(Patricio et al., 2011)

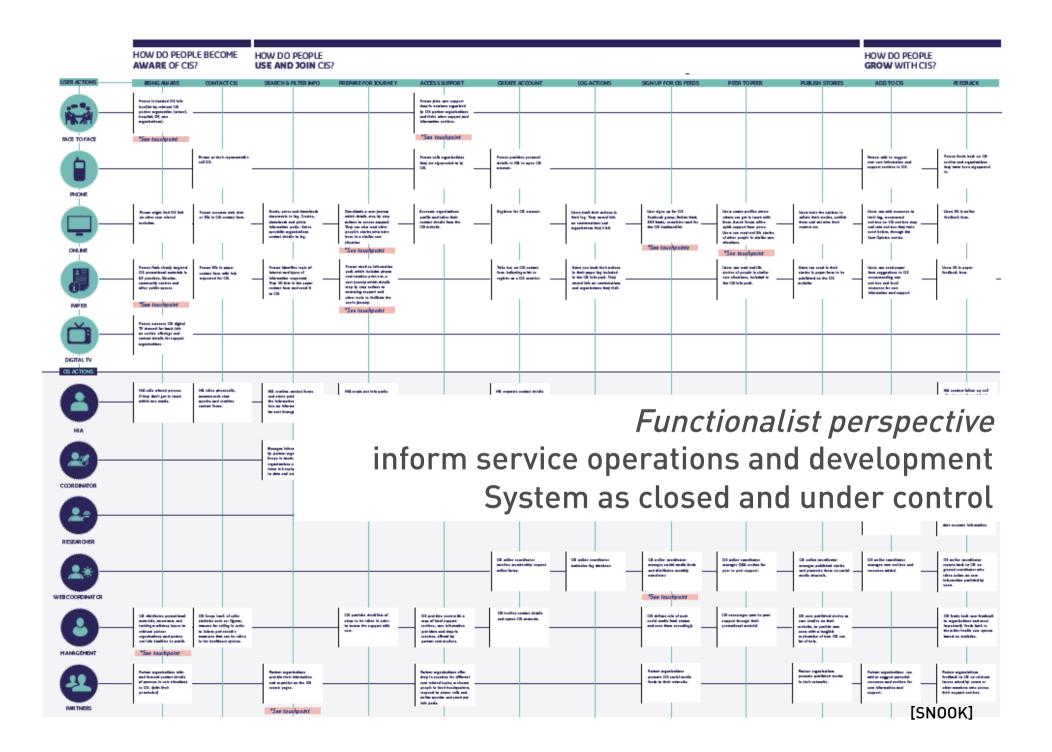


# Interdependence & interactions

"A system is a complex whole the functioning of which depends on its parts and the interactions between those parts" (Jackson, 2010: 3)

"Models are explicit, simplifying interpretations of aspects of reality relevant to the purpose at hand. They seek to capture the most important variables and interactions giving rise to system behaviour. They are used to experiment on as surrogates for the real-world system." (Jackson, 2010: 55)







# Service ecology

A service ecology is a system of actors and the relationships between them that form a service. The service ecology takes a systemic view of the service and the context it will operate in.

Service ecologies include all actors affected by a service, not only those directly involved in production or use.

Ultimately, sustainable service ecologies depend on a balance where the actors involved exchange value in ways that is mutually beneficial over time.

Source: Livework Studio Ltd



# Service ecology - system

Like a biological ecology, a service ecology is marked by strong interrelationships and dependencies among its different parts.

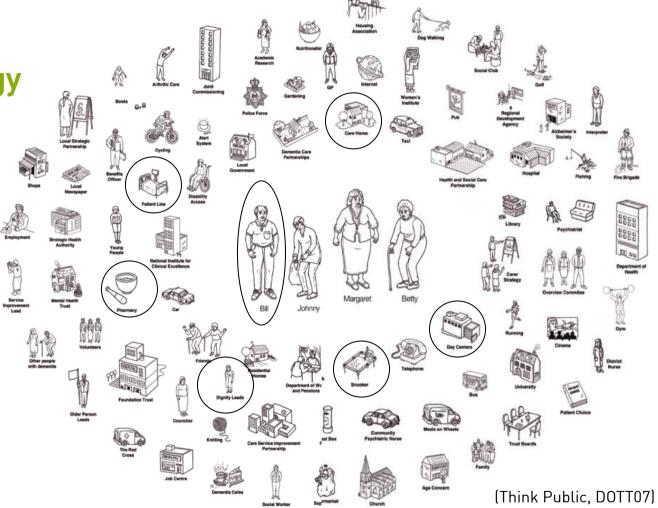
In an intensive care unit, for example, the jobs of nurses and doctors can be seen to fit together in complementary ways, and the nature of their work is both extended by and dependent on the technologies they use in patient care

Change in an ecology is systemic. When one element is changed, effects can be felt throughout the whole system.

(Nardi, 2000)



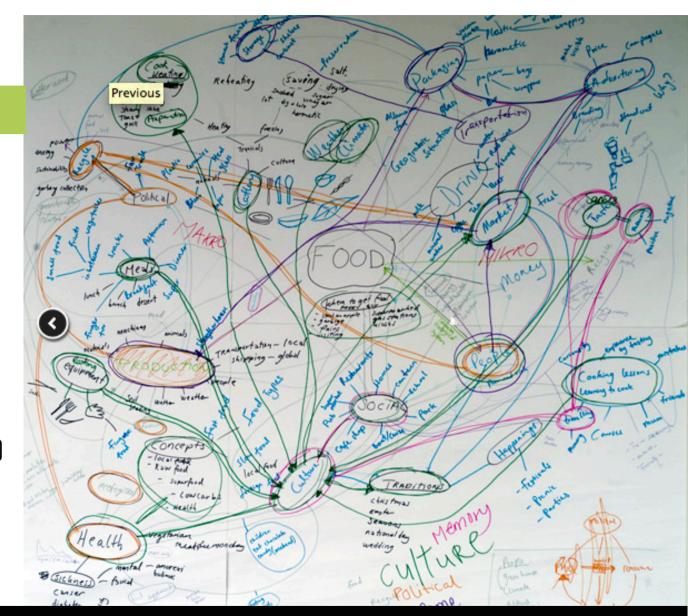
# Service ecology





# Gigamaps

"The GIGA maps are used for drawing the boundaries and framing of the system and for generative processes." (Sevaldson, 2013: 6)

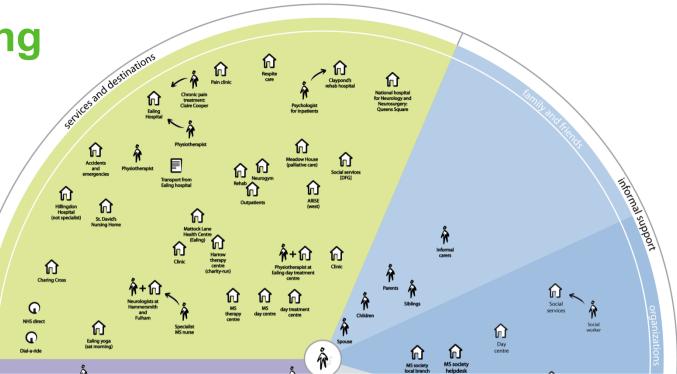


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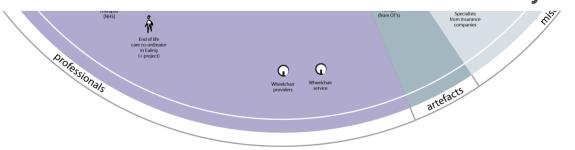
(http://www.systemsorienteddesign.net/)

Understanding the needs of people living with Multiple Sclerosis

(NHS Institute)



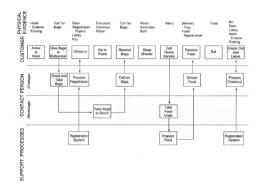
Interpretative perspective If used within collaborative processes Open system – close interrelationships between its subsystems







# **Service Blueprint**



Efficiency

Complete understanding of the system and its parts

Control of operations



## Service ecology



Worldviews

Collaborative and emergent interpretation of systems

Effective (re)use of what is there

# **Design evolution**

Service Design evolution

- Scaling

- Participation

- Transformation

Conclusions



# Customer participation

	<i>Low</i> : Customer presence required during service delivery	<i>Moderate:</i> Customer inputs required for service creation	<i>High</i> : Customer co-creates the service product
	Products are standardized	Client inputs customize a standard service	Active client participation guides the customized service
on	Service is provided regardless of any individual purchase	Provision of service requires customer purchase	Service cannot be created apart from the customer's purchase active participation
	Payment may be the only required customer input	Customer inputs (information, materials) are necessary for an adequate outcome, but the service firm provides the service	Customer inputs are mandatory and co-create the outcome
	Examples.		
	<i>End consumer</i> Airline travel Motel stay Fast-food restaurant	Hair cut Annual physical exam Full service restaurant	Marriage counselling Personal training Weight-reduction programme
	Business-to-business customer		
	Uniform cleaning service Pest control Interior greenery maintenance service	Agency-created advertising campaign Payroll service Independent freight transportation	Management consulting Executive management seminar Install wide area network (WAN)
	Source: Adapted from Hubbert (1995)		(Bitner et al., 2007)



# Customer as 'partial employee'

Customers can influence both the quality and quantity of production

- → Reduce direct contact between customers and service supply system to optimise productivity (service automisation)
- → Consider customers as partial employee and maximise through design and training their contribution (service co-production)



## Service co-design

Setting up user involvement where users and frontline personnel are provided with generative tools and techniques to innovate services (Holmlid, 2009)

- Knowledge sharing (Users/staff as resourceful)
- Engagement & sustained participation
- Legitimacy of participation (they have a permission to change things (Miller & Hamilton, 2008)





-----

Techniques and modes to engage & co-design





# Requisite Variety: Who should participate?

SOCIAL SYSTEM VARIETY → optimal selection of stakeholders: "requisite variety amongst stakeholders for a shared problematic situation must account for social system variety"

"Social variety considers all distinctions that could make a difference in outcomes and action in the world (values, positions and stands, affiliations, perspectives, level of power, vulnerability, etc.)"

Pluralistic and inclusive approach Conflicting values, beliefs and needs Collaborative interpretation of systems Design led and solution oriented process (idealistic design)



## Service Co-production

Co-production as a new way of thinking about public services has the potential to deliver a major shift in the health, education, policing and other services are provided:

*Co-production means delivering public services in an equal and reciprocal relationship between professionals, people using services, their families and their neighbours. Where activities are co-produced in this way, both services and neighbourhoods become far more effective agents of change.* 

(Boyle and Harris, 2009)



			Responsibility for design of services		
Service Co-production		Professionals as sole service planner	Professionals and service users/ community as co-planners	No professional input into service planning	
	Responsibility for delivery of services	Professionals as sole service deliverers	Traditional professional service provision	Professional service provision but users/communities involved in planning and design	Professionals as sole service deliverers
		Professionals and users/communities as co-deliverers	User co-delivery of professionally designed services	Full co-production	User/community delivery of services with little formal/ professional
		Users/communities as sole deliverers	User/community delivery of professionally planned services	User/community delivery of co-planned or co-designed services	Self-organised community provision

(Boyle and Harris, 2009)



# Participation as Empowerment & Emancipation

When participation is pushed to its extremes it meets other agendas generally named as community or citizens 'empowerment': participation here becomes a mean and an end in itself (White, 1996).

Community Action research: participation is part of an awakening self-reflective process that questions existing power and societal structures and aims at change as an often conflicting bottom up movement (Ozanne & Saatcioglu, 2008).

# Social Change Projects

# Alcohol reduction project

#### Co-create research methods -Methods stations

How do you empower people to codesign research when they may not have the expertise to know what options there might be?





# **Building Capabilities**

# Experience-based Design

Train staff and patients to take video interviews





# **Critical Systems Heuristics**

Critical Systems Heuristics (Ulrich, 1983, 1998)

- Allow questions to be asked about who benefit from particular system designs;
- Seek to ensure the full participation of those who are affected by systems designs who might not otherwise be involved:
- Make **Boundary Judgments** transparent: assumptions about what is inside the system of concern and what belongs to its environment.



# Service Design & Emancipation

Limited critical reflection on power dynamics & boundary making:

- Service Design may be hampered by inattention to issues of power and politics (Collins & Cook, 2014)
- "without critical understanding of the different types and facets of power operating within a specific setting [...] the discourses of service user empowerment and democratization of service provision risk being deployed simplistically obfuscating more subtle forms of oppression and social exclusion" (Donetto et al., forthcoming)



USCREATES the strategic consultancy delivering social value

### EMPANCIPATORY Empowerment and emancipation: Give voice & Build Capability Design Facilitation

Focus on learning and transformation



# **Co-design**



Effectiveness (best solution) & stakeholder commitment

Design leading

Focus on inclusivity and designing



# **Co-creation**



Empowerment and emancipation: Give voice & Build Capability

Design Facilitation ('design oneself out')

Focus on learning and transformation

**Design evolution** 

Service Design evolution

- Scaling

- Participation

- Transformation

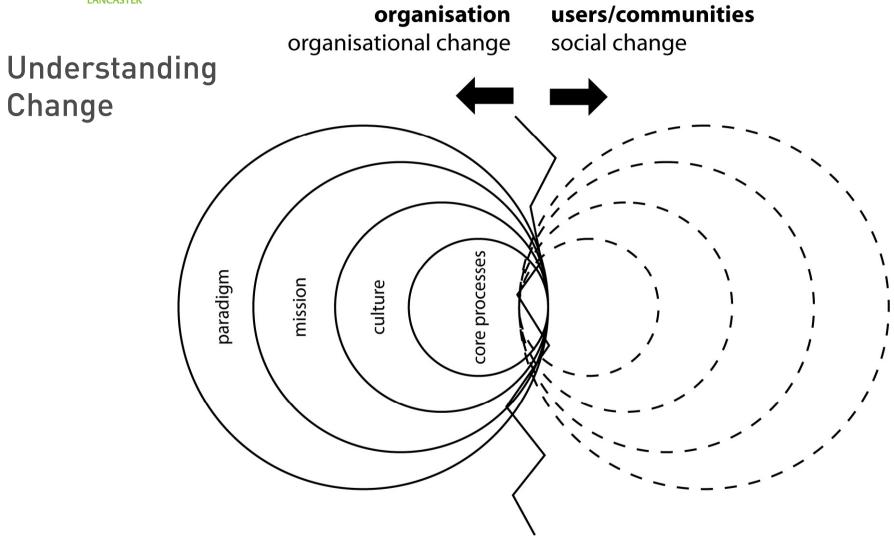
Conclusions

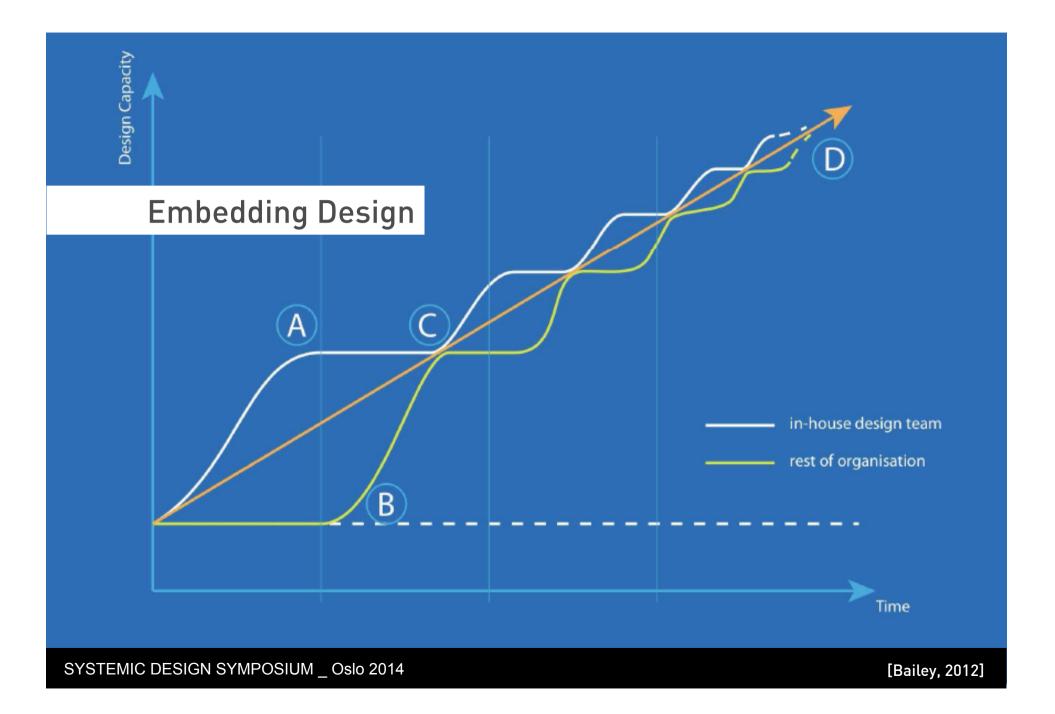


## **Transformation Design**

'because organisations now operate in an environment of constant change, the challenge is not how to design a response to a current issue, but how to design a means of continually responding, adapting and innovating. Transformation design seeks to leave behind not only the shape of a new solution, but the tools, skills and organisational capacity for ongoing change' (Burns, 2006: 21).







# Embedding Design: toolkits and design labs

# Social Innovation Lab for Kent

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DEIGRIAL VIEWPOINT ARTICLE

And Bain Chase Subject

Experience-based design: from redesigning the system around the patient to co-designing services with the patie

## **Embedding Design**

Bringing User Experience to Healthcare Improvement

the concepts, methods and practices of experience-based design

> **Toward More User-Centric O** Lessons From the Field of Experies

Paul Bate

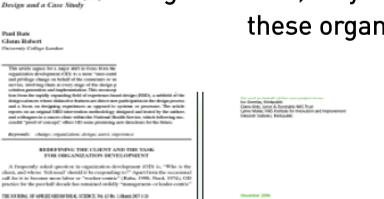
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#### **Design legacies**

Organizations are full of design legacies, however flawed and poorly suited. If service designers want to effect real change in real organizations, they have to be able to articulate these organizational design practices.



(Junginger, 2014)



© NHS Institute for Innovation and Improvement 2009



# **Formative Context**

#### Formative Context is

'the set of institutional arrangements and cognitive imageries that inform the actors' practical and reasoning routines [...]

a major obstacle to effective experimentation and adoption, and more generally to flexibility and innovation, is limited learning, that is, the limited capability to reflect upon and reframe the institutional and cognitive grounds that support the habitual "ways of doing things" (Ciborra and Lanzara, 1994).



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### INTERPRETATIVE

Increase viability and sustainability

Open and purposeful systems in constant transformation

SILK METHOD DECK

Inform a mind shift in managers







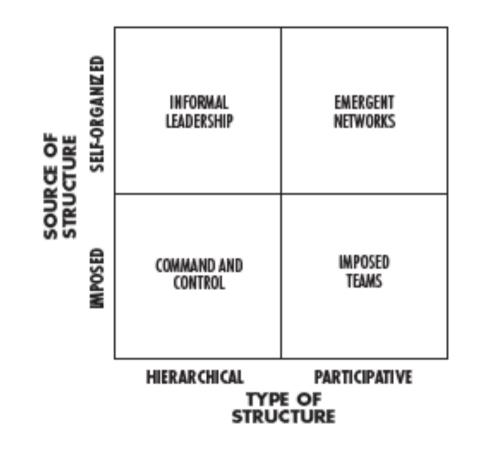
## Indeterminate nature of services

'the fundamental inability of design to completely plan and regulate services, while instead considering its capacity to potentially create the right conditions for certain forms of interactions and relationships to happen' (Meroni & Sangiorgi, 2011: 10)

Design an 'action platform': 'a system that makes a multiplicity of interactions possible' (Manzini, 2011: 3)



### Generative emergence



"arising of novel and coherent structures, patterns, and properties during the process of self-organization in complex systems" (Goldstein, 1999: 49)



### Generative emergence

"complexity theory is exploring how the structure and properties seen in emergence partly result from the serendipity-like amplification of random events in complex systems. The chance or "noisy" event can be utilized by the organization to explore or test different system configurations and, therefore, may represent an evolutionary response of the social system to changes in the environment" (Goldstein, 1999: 68)



# 'Design in Use'



"Rather than focusing on involving users in the design process, focus shifts toward seeing every use situation as a potential design situation [...] So there is design during a project, but there is also design in use. There is design (in use) after design (in the design project)" (Bjögvinsson et al., 2012: 106)



# 'Infrastructuring'

"The really demanding challenge is to design where no such consensus seems to be within view, where no social community exists. Such political communities are characterized by heterogeneity and difference with no shared object of design. They are in need of platforms or infrastructures, "agonistic" public spaces— not necessarily to solve conflict, but to constructively deal with disagreements." (Bjögvinsson et al., 2012: 116)



## Postmodern system thinking

"Postmodernists emphasize, instead, that we have to learn to live with the incommensurable, accepting multiple interpretations of the world and being tolerant of difference. Indeed, they want to ensure diversity and encourage creativity by reclaiming conflict and bringing marginalized voices forward to be heard." (Jackson, 2003)



**Design evolution** 

Service Design evolution

- Scaling

- Participation

- Transformation

Conclusions



# Systemic perspectives

SCALE	BLUEPRINT	SERVICE ECOLOGY		
	Planning processes and interdependence	Mapping resources and relationships		
PARTICIPATION	CO-DESIGN	CO-CREATION		
	Design Tools and Methods for engagement	Building capabilities & empowerment		
TRANSFORMATION	EMBEDDING DESIGN	INFRASTRUCTURING		
	Transforming mind sets and practices	Creating platforms for emergence & dialogue		
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### BLUEPRINT

Planning processes and interdependence

INTERDEPENDENCE

### **CO-DESIGN**

Design Tools and Methods for engagement

### SOCIAL SYSTEM VARIETY

### **EMBEDDING DESIGN**

Transforming mind sets and practices

### FORMATIVE CONTEXTS

### SERVICE ECOLOGY

Mapping resources and relationships

### GIGAMAPPING

### **CO-CREATION**

Building capabilities & empowerment

### CRITICAL SYSTEMS H.

#### INFRASTRUCTURING

Creating platforms for emergence & dialogue

#### **EMERGENCE**

	DESIGN LED & DESIGN CENTRED	DECENTRALISED & EMERGENT	
	BLUEPRINT	SERVICE ECOLOGY	
	Planning processes and interdependence	Mapping resources and relationships	
	INTERDEPENDENCE	GIGAMAPPING	
BOUNDED & CONTROLLED SYSTEMS & PROCESSES	<b>CO-DESIGN</b> Design Tools and Methods	<b>CO-CREATION</b> Building capabilities &	OPEN & EMERGENCE SYSTEM & PROCESSES
TOWARD	for engagement	empowerment	TOWARD
CONVERGENCE & ORDER	SOCIAL SYSTEM VARIETY	CRITICAL SYSTEMS H.	DIVERGENCE & DISORDER
	EMBEDDING DESIGN	INFRASTRUCTURING	
	Transforming mind sets and practices	Creating platforms for emergence & dialogue	
	FORMATIVE CONTEXTS	EMERGENCE	

	DESIGN LED & DESIGN CENTRED	DECENTRALISED & EMERGENT	
BOUNDED & CONTRO TO SYSTEMS & PROCESSES	BLUEPRINT	SERVICE ECOLOGY	
	Planning processes and interdependence Existence	Mapping resources and relationships of tacit	
	system perspective		
	CO-DESIGN	CO-CREATION	OPEN &
	for engagement	empowerment	SYSTEM & PROCESSES
	SOCIAL SYSTEM VARIETY		
	EMBEDDING DESIGN	INFRASTRUCTURING	
	Transforming mind sets and practices	Creating platforms for emergence & dialogue	
	FORMATIVE CONTEXTS	EMERGENCE	



Not *stretching* Service Design but positioning within existing knowledge on e.g. system design

*"Systemic design is distinguished from service or experience design in terms of scale, social complexity and integration. Systemic design is concerned with higher order systems that encompass multiple subsystems."* (Jones, 2014)



Make tacit understandings of services and systems, *explicit* and an object of debate (together with theories of change)

"Service systems often are described as existing in the world waiting to be discovered by service researchers. Their reification often brings with it an assumption of a coherent, bounded entity where what is inside and outside the system is unambiguous." (Blomberg & Darrah, forthcoming)



We need to consider not only what designers do and how (methods and approaches), but also what is their role, influence and *position* within the ecology of actors and ongoing processes of change

"recognition of the specificity of location and the generative limits of method, such that a responsible practice is one characterized by humility rather than hubris, aspiring not to massive change or discontinuous innovation but to modest interventions within ongoing, continually shifting and unfolding, landscapes of transformation." (Suchman, 2011: 16)



Provide tools not only to map and visualise complexity and systems as objects of design, but also to enhance *reflexivity* of practitioners

"the need to introduce new skills and tools for reflexive practices within projects that hold transformational aims is evident. This might include ways to consciously track and reflect on processes, conflicts, roles, design decision points, mapping multiple perspectives and exploring individual and collaborative interpretations and evaluations of design situations and outcomes." (Sangiorgi, 2011: 37)

# THANK YOU

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