

# The right model will enable a more agile institution.

*Alignment will mean that all of CSU will be speaking the same language and walking in the same direction.*

## Enterprise



- Owned within an enterprise team
- Sets strategy and direction for teams who may execute
- Accountable for outcomes for capability

## Co-Facilitated



- Shared between enterprise and localized teams
- Work activities are collaborative
- Accountability can vary between enterprise and localized teams for outcomes for a capability

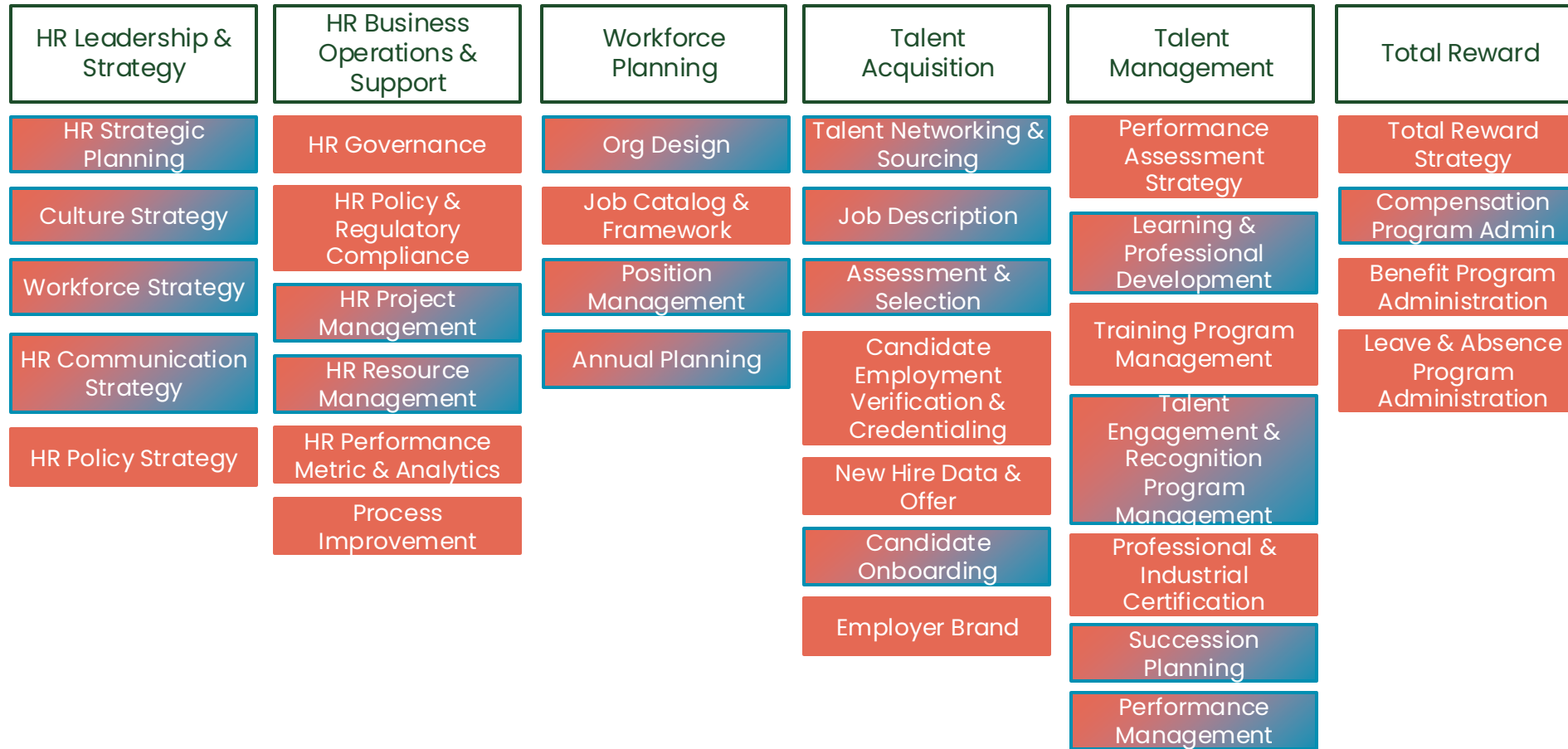
## Localized



- Owned locally, often due to knowledge living within college / division
- Accountable for outcomes for capability
- Enterprise sets strategy, supplies templates and guidance



# Higher Ed HR Logical Operating Model (1/2)

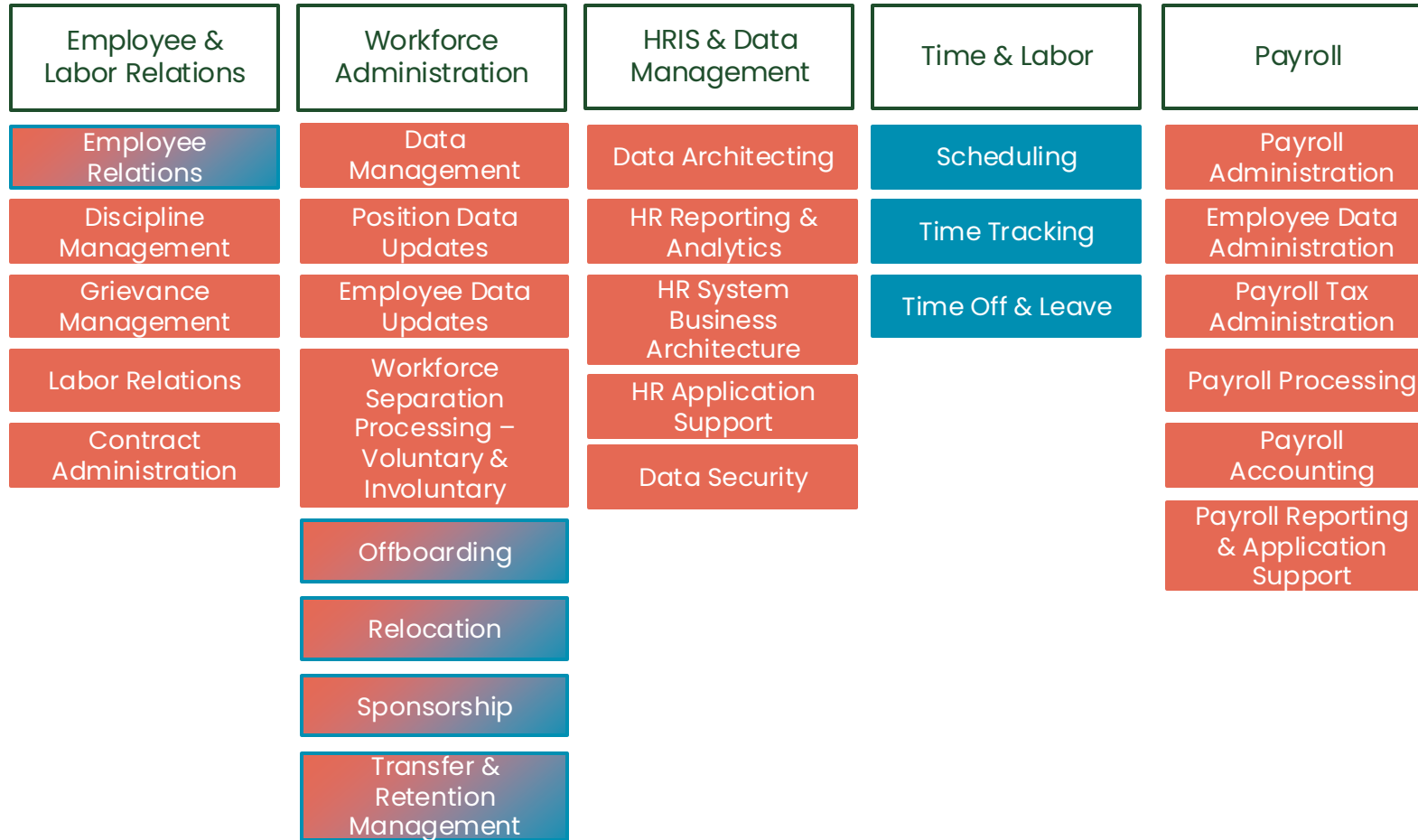


Co-Facilitated

Enterprise

Localized

# Higher Ed HR Logical Operating Model (2/2)



- Co-Facilitated
- Enterprise
- Localized