

EFFECTIVELY MANAGING AND LEADING HUMAN SERVICE ORGANIZATIONS

4
EDITION



Ralph Brody
Murali Nair



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Effectively Managing and Leading Human Service Organizations Ralph Brody, Murali Nair, 2013-11-21 Now in its Fourth Edition Effectively Managing and Leading Human Service Organizations continues to provide invaluable creative ideas for achieving managerial success Authors Ralph Brody and Murali Nair dissect and diagnose common workplace dilemmas offering current and future managers the skills to implement positive changes in organizations large and small Easy to read this book connects a conceptual framework and essential managerial practices with hundreds of real life examples and case studies of applied managerial skills in organizational settings

Managing the Challenges in Human Service Organizations Michael J. Austin, Ralph Brody, Thomas Packard, 2008-07-08 Managing the Challenges in Human Service Organizations A Casebook offers current and aspiring human service managers a view into the kinds of experiences they will likely encounter to better prepare them for the world they are about to enter The cases are inspired by real situations and are designed to encourage students to determine how they would act and work towards a resolution of the dilemmas presented Key Features Simulates administrative dilemmas through cases that offer different aspects of agency administration and replicate aspects of actual practice Levels the learning field for students entering graduate human service management programs with different managerial experiences Orients students to the challenges of management by helping them develop mental models linked to the values of client centered administration Helps students develop a beginning sense of competence and understanding of managerial work while refining their analytic skills Offers the opportunity for repeated learning opportunities using different analytical frameworks Supplements fieldwork by providing more time to reflect and consider a broader array of alternatives than is found in most field experiences Intended Audience This book is ideally suited as a supplemental text for advanced undergraduate and graduate courses in social work and counseling as well as a much needed reference for human services supervisors and practitioners

The Handbook of Human Services Management Rino J. Patti, 2009 Focusing on an effectiveness driven approach to management in the human services Rino J Patti's The Handbook of Human Services Management Second Edition explores the latest information on practice innovations theoretical perspectives and empirical research to provide an essential perspective on what managers do to create and sustain organizations that deliver high quality effective services to consumers Offering the most comprehensive coverage of human services management available today this second edition includes 24 chapters authored by distinguished practitioners and scholars in human services management 10 that are entirely new and 14 that have been extensively revised The Handbook is accompanied by an Instructor's Manual

Organizational Change in the Human Services Rebecca Ann Proehl,2001-08-15 Organizations today whether public or private exist in environments where the pace of change is dizzying Human service organizations face both external and internal challenges The public demands better services at more reasonable costs Clientele is more diverse more stratified and more vocal than ever The organizations themselves must keep up with rapid changes in technological innovation and labor management relationships Organizational Change in the Human Services looks at the context of organizational change describes how individuals and systems change and pinpoints keys to successful change Author Rebecca Proehl then presents a proven model of organizational change built on lessons learned from both the public and private sectors but tailored for human service organizations Proehl also discusses in depth labor union management issues the political strategies leaders must use to implement change and how to build collaborative relationships in human services Full of examples of successful change projects within human services the book emphasizes understanding the skills and tools needed for successfully leading and implementing change As a special feature case studies organizational assessments and inventories and exercises that can help the reader to adapt the change model to their own organization are included Practicing managers in the human services will find this book a necessary guide to leading and implementing change in their organization It will also make a useful text for advanced courses in human services administration and management

Human Services as Complex Organizations Yeheskel Hasenfeld,2010 This new edition looks at the many recent changes in the arena of Human Services Organizations

Human Services Management David M. Austin,2002 This book assists participants in human service organizations in understanding the dynamics that are shaping such organizations Austin s comprehensive analysis of human services management examines the historical development and program structures of such organizations their stakeholders including users personnel funders and policy boards and the organizational processes of accountability and dealing with change

Excellence in Human Service Organization Management Peter M. Kettner,2013 An integrated model for management and administrative practice Excellence in Human Service Organization Management 2 e provides guidelines to insure internal consistency within Human Service Organizations Integrated in management theory the model presented in the text is adapted to human service organizations generally and social work issues specifically The text first identifies problems in organizational functioning as well as proposes what managers need to do to put their organizations back on track toward excellence Then it guides managers through a plan to bring employees on board and continuously nurture them so they identify their success with that of the organization Standards for Excellence Series Designed to help students advance their knowledge values and skills the Standards for Excellence Series assists students in associated CSHSE s National Standards to all levels of human service practice Learning Goals Upon completing this book readers will be able to Identify problems in organizational functioning Recognize what managers need to do to get organizations on the track for excellence Understand what employees need to do to help the overall well being of an organization

Managing the Human Service Organization Richard Steiner,1977-08

Designing and Managing Programs Peter M. Kettner, Robert M. Moroney, Lawrence L. Martin, 2015-12-29 The Fifth Edition of the classic *Designing and Managing Programs* for human services helps readers grasp the meaning and significance of measuring performance and evaluating outcomes. Authors Peter M. Kettner, Robert M. Moroney, and Lawrence L. Martin, all leaders in the field, incorporate the principles of effectiveness-based planning as they address the steps of designing, implementing, and evaluating a human services program at the local agency level. Meaningful examples at every stage of the process, from problem analysis and needs assessment to evaluating effectiveness and calculating costs, enhance reader understanding of how concepts are implemented in the real world.

Changing Human Service Organizations George Brager, 2002-02 From Simon Schuster, *Changing Human Service Organizations* is George Brager and Stephen Holloway's exploration of politics and practice. *Changing Human Service Organizations* is concerned with the process of planned change with human service organizations. Its focus is on innovation initiated by staff at the lower and middle levels of hierarchy of the organization they wish to alter.

Organization Practice Mary Katherine O'Connor, F. Ellen Netting, 2009-01-28 Human service organizations are under increasing pressure to demonstrate that their programs work. *Organization Practice*, Second Edition, helps students and professionals in human services and nonprofit management understand complex behaviors in organizations. This new edition provides a new practical model for understanding cultural identities within organizations. Also, it is significantly revised to include numerous real-world cases, critical thinking questions, empirical support, and engaging exercises. Social workers, as well as public health and nonprofit administrators, will benefit from the insights in this book.

The Future of Human Service Organizational & Management Research Bowen McBeath, Karen Hopkins, 2020-09-10 This book provides panoramic overviews of critical human service organizational and management practice challenges, as well as new and needed research frontiers. *The Future of Human Service Organizational and the Rise and Uncertain Effects of New Developments in Social Work, Public Policy, and Public Management and Other Helping Professions*. The contributors identify how future generations of macro-practitioners and scholar-researchers can improve service delivery and program effectiveness, implement evidence-based practices and evidence-informed practices, promote leadership and social innovation, build linkages across micro, meso, and macro levels of practice, train organizational leaders and educate practitioners, and advocate for more socially just visions of social welfare and society. This edited collection argues that human service organizational and management practice and research are needed to support new discoveries in social welfare, social work, and related professions. This book was originally published as a special issue of the journal *Human Service Organizations: Management, Leadership, Governance*.

Improving Organizational Performance Gary V. Sluyter, 1998 A practical guide to recently developed management principles, *Improving Organizational Performance* takes the reader beyond the basics of the TQM fad to the core concepts that undergird it. The book provides a basic reference and field guide for mental health service organizations that are interested in learning about and applying sound management principles. In addition to basic theory, it presents procedures for putting quality practices in place, using examples from the field to illuminate points and including a complete case study to help organizations learn the quality improvement team process. *Improving Organizational Performance* is an effective tool for improving performance for managers in mental health, human services, and social services.

Developing Human Service Leaders Deborah Harley-McClaskey,2015-12-24 Developing Human Service Leaders is an empowering text for human services students that covers the skills and behaviors essential for leaders to manage themselves their teams and the organization Using a unique coaching voice author Deborah Harley McClaskey follows a Reflection Diagnosis Prescription approach for leadership development with exercises built into the dialogue The final chapter Prognosis offers a workbook style exercise to help students make a personal change

Achieving Excellence in the Management of Human Service Organizations Peter M. Kettner,2002 This book attempts to create an integrated model for management and administrative practice in the management of human service organizations The book presents a theoretical foundation for human services management and identifies the major roles and responsibilities of the manager administrator To date management books have identified problems in organizational functioning and described how systems should work This book goes beyond description First it identifies themes that serve as guidelines to insure internal consistency within the organization Then it proposes what managers need to do to put their organizations back on track toward excellence The overall emphasis is on how to get employees to perform at their optimum levels to insure organizational efficiency effectiveness quality and productivity For people in Human Services Management and Social Work Administration Management

Navigating Human Service Organizations Margaret Gibelman,2003

The Handbook of Human Services Management Rino J. Patti,2009 Focusing on an effectiveness driven approach to management in the human services Rino J Patti s The Handbook of Human Services Management Second Edition explores the latest information on practice innovations theoretical perspectives and empirical research to provide an essential perspective on what managers do to create and sustain organizations that deliver high quality effective services to consumers Publisher description

Organizational Change and Development in Human Service Organizations David Bargal,Hillel Schmid,2012-11-12 Through change and development human service organizations can promote the well being of their clients more effectively This important book describes and analyzes recent research on organizational change and development in the social and human services It is particularly relevant in light of the significant changes in these organizations during the last decade and the lack of literature in the area Organizational Change and Development in Human Service Organizations brings together the work of scholars who deal with social welfare administration and change in human services combining research studies with theoretical approaches to change and development It helps readers better understand the process of change and the role of the environment in creating change Insightful chapters encourage practitioners scholars and students to plan change in organizations utilize models of change and organizational development in real life and evaluate change and its results and impacts This much needed book addresses a variety of topics including the uses of force field analysis in assessing prospects for organizational change planned change in voluntary and government social service agencies interorganizational coordination of services to children in state custody early stages in the creation of self help organizations organization and community transformation organizational development in public social services strategic and structural change in human service organizations a developmental approach to program evaluation Many readers will find the information in Organizational Change and Development in Human Service Organizations to be extremely beneficial in their daily work Covering the important issues it gives readers a deeper insight into the processes of change and development so they can provide better services to their clients This book is a vital resource for social workers professionals in public administration individuals involved in MSW programs and students in the social sciences including sociology and political science

Measuring the Performance of Human Service Programs Lawrence L. Martin, Peter M. Kettner, 2010 Government and nongovernmental human service organizations are under increasing pressure to demonstrate that their programs work. As stakeholders demand more accountability, human service organizations are increasingly utilizing performance accountability and performance measurement as a way of demonstrating the efficiency, quality, and effectiveness of their programs. *Measuring the Performance of Human Service Programs*, Second Edition, examines the reasons why performance measurement has become the major method of performance accountability today. In this second edition of their classic work, Martin and Kettner explain in detail how to develop and utilize output, quality, and outcome performance measures in human service programs. Special attention is given to the four types of outcome performance measures: numeric counts, standardized measures, level of functioning (LOF) scales, and client satisfaction.

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