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MANAGING HUMAN SERVICES PERSONNEL

Managing Human Services Personnel

Barbara Schram



Managing Human Services Personnel:

Managing Human Resources in the Human Services Felice Davidson Perlmutter, Darlyne Bailey, F. Ellen Netting, 2001 This title looks at the challenges facing managers or those in a supervisory role within Human Resources departments of Human Services

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

Effectively Managing Human Service Organizations Ralph Brody, 2005 Now in its Third Edition *Effectively Managing Human Service Organizations* continues to provide invaluable advice for achieving managerial success Ralph Brody dissects and diagnoses common workplace dilemmas arming practicing managers with the skills to implement positive changes in their organizations While retaining much of the valuable information from the previous editions the Third Edition adds up to date information and ideas to chapters on developing leadership planning strategically solving organizational problems addressing challenging employee situations monitoring financial statements improving internal and external communications and obtaining funding from private foundations Easy to read the book contains hundreds of real life examples and specific guidance in developing skills necessary to manage large and small organizations

Handbook on Human Service Administration Jack Rabin, 1988-05-27 Introducing theories and concepts essential for human services administration this book covers organization theory and management budgeting and financial management personnel administration and labor relations laws and regulations innovation and change and data administration and information systems The author explores bioethics and managing Babies Doe legal right to refuse treatment nursing home payments and more He applies important general concepts to specific concerns such as organizational structure and service delivery arrangements internal financial planning innovations in drug services delivery and implementing medical information systems

Human Services Management David Austin, 2002-11-18 Human services management occurs in nonprofit governmental and for profit sectors and involves a wide variety of organizational structures These diverse conditions shape the effort to produce and project services that directly affect the quality of life of individuals families and communities through social welfare health and mental health criminal justice and educational services David Austin begins with an examination of the historical development and distinctive characteristics of human service organizations the variety of organizational and program structures at play and the connection of individual service organizations with service delivery

networks He then examines of the roles and responsibilities of key stakeholder constituencies including service users service personnel especially service professionals funders executives and policy boards The final two chapters discuss two organizational processes accountability for effectiveness and dealing with organizational changes *Library of Congress Subject Headings* Library of Congress,2009 **Library of Congress Subject Headings** Library of Congress. Cataloging Policy and Support Office,2009 **Understanding Your Social Agency** Armand Lauffer,2011 Understanding Your Nonprofit Agency written by internationally renowned scholar Armand Lauffer will fill the growing need for the distinction between corporate business operations and nonprofit operations The book will focus on how nonprofit agencies operate and not how they are managed It has been assumed that both entities function similarly Currently this assumption is increasingly seen as groundless nonprofit and profit driven organizations have different goals and function differently from each other This text addresses the current trend to differentiate how nonprofits are distinct *Environmental Practice in the Human Services* Bernard Neugeboren,2013-01-11 *Environmental Practice in the Human Services* points to the need for the human services to return to their historic mission of environmental change It moves beyond the more general conceptual emphasis on person in environment toward the development of an environmental practice technology based on an intervention model which prescribes specific micro and macro roles and functions It may open the way to recapturing the conceptual breadth which characterized the first 40 years of social work as a professional and occupational entity The ecological perspective in social work has fostered an interest in the impact of social environments on service consumers *Environmental Practice in the Human Services* tries to rectify the historical imbalance in the human services that has emphasized people changing methods giving secondary emphasis to environmental change It instructs students preparing for practice in the human services as well as agency practitioners in the knowledge and skills necessary in environmental practice Cases in environmental practice are used to illustrate how these skills are utilized in actual practice situations The book s scope includes practice at the direct service administration planning and social policy levels it integrates micro and macro practice and shows how these two levels of practice are interdependent This enables human service practitioners to create and or modify social environments to enhance the functioning of clients being served in human service programs Topics covered include important skills in environmental practice including decisionmaking negotiating and leadership community practice and resource coordination social support the impact of organizational environments on practice environmental practice for the chronically disabled Author Neugeboren s approach is unique in its in depth focus on environmental practice applying concepts of social environment to specific practice roles This practice specific content which provides tools needed for environmental practice is in contrast to existing texts on the social environment which are very theoretical and not integrated with practice He includes material from the field of social ecology which has not been included in existing texts It shows how practitioners and administrators planners and policymakers can facilitate and support each other s work Reading *Environmental Practice in*

the Human Services will enlighten students and practitioners with specific skills for impacting on different social environments to enhance client benefit. It tells how a direct service practitioner can determine which organizational environments are suitable for particular client needs in making agency referrals. It also provides administrators with information about designing planning and managing agencies with functional organizational environments which achieve effective services.

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. *Departments of Labor, Health and Human Services, Education, and related agencies, appropriations for fiscal year 1982*. United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of Labor, Health and Human Services, Education, and Related Agencies, 1981.

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1983: Related agencies. United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 1982.

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2005. United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2004.

Understand Social Agency Armand Lauffer, 1984-11. This revised and expanded Second Edition of the widely read *Understanding Your Social Agency* offers students and practitioners a simple yet comprehensive introduction to organizational theory and its meaning for social agencies. Each of the first ten chapters is devoted to a particular perspective for understanding the agency. The final chapter considers using each of the ten perspectives independently or in tandem to solve problems within or on behalf of the agency. It will be a useful guide to solving problems of an organizational nature within an agency.

Family Assessment Adele Holman, 1983-06. A practical guide for human service workers and students which describes and shows techniques for use in assessing families. The author reviews a conceptual basis of family assessment in chapters that focus on the family as a system, the family and its environment, and the family life cycle. She goes on to describe such methods of assessment as the ecomap, the genogram, family sculpture, and the use of observation and checklists. Throughout the guide, case examples are used to illustrate concepts and show the techniques in use. A special

feature of particular value is the self teaching exercises designed to give the reader practice in applying these ideas and methods A concluding chapter relates family assessment to treatment or intervention Creating Small Scale Social Programs Barbara Schram,1997-10-14 Built around a single case study Creating New Agency Programs clearly illustrates how to effectively plan implement and evaluate a small scale social program Each step in the planning process is introduced and described in a way that allows the reader to vicariously participate in the evolution of the program Useful charts time lines and resource lists are included and can be easily referenced and utilized This book s emphasis on planning is important not only because it is a much used and generally under taught skill but because successful planning is the process that can turn the dreams of a community into concrete reality This book is geared toward designing programs to meet specific social needs and organizing the relevant and human resources to implement them The programs are specific detail and activity oriented but are designed to support long range goals which may be handed down by a parent organization or the community in general The author s strategy of using a case study serves as a creative learning tool that leads readers through each practical step toward successfully creating their own small scale social program Filling the void of literature on designing programs Creating New Agency Programs is ideal for professionals and students in a variety fields social work human services clinical counseling psychology drugs and alcohol psychology nursing and management who are faced with the task of planning designing and evaluating a program Langster V. Department of Health and Human Services ,1982

Effective Meetings John E. Tropman,1996 This book shows that the value of group decision making lies in its ability to bring together people with a variety of different expertise and experiences These techniques are applied to problems such as health care homelessness and family violence **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 *The First Helping Interview* Sara F. Fine,Paul H. Glasser,1996-07-16 Providing a practical handbook for practitioners in the helping professions The First Helping Interview is a highly useful easy to understand guide for both experienced and novice practitioners that reveals the steps involved in the crucial first meeting with a client The authors approach the task of an initial interview by providing an overview of what the therapeutic process is and what to expect from clients both those who seek help voluntarily and those who are required to get help The book also covers the practical basics of therapy counselor client roles physical settings communication dynamics assessment and diagnosis record keeping goals

and contracts and trust building Separate chapters discuss special topics such as working with couples and families the role of culture and ethnicity when and how to refer clients with serious problems and legal and ethical issues Although this book is general enough to be used by any practitioner the authors pay particular attention to specific settings such as child protective services crisis intervention and corrections Social workers marriage and family therapists school counselors psychiatric nurses child welfare workers and probation officers will appreciate this valuable indispensable reference tool

Adopting the Melody of Phrase: An Mental Symphony within **Managing Human Services Personnel**

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