

# REDESIGNING THE WORK OF HUMAN SERVICES

*John O'Looney*

# Redesigning The Work Of Human Services

**John O'Looney**



## **Redesigning The Work Of Human Services:**

Redesigning the Work of Human Services John O'Looney, **Redesigning the Work of Human Services** John O'Looney, 1996 Redesigning the Work of Human Services explores alternative organizational designs for the delivery of human services designs that emphasize collaborative governance and partnerships among public and private agencies local control and responsibility for results and the use of innovative information planning and community capacity building technologies This book redefines the debate about whether human services should be privatized or not The author suggests that the basic task of human services to enable families to socialize the young is one that can neither be fulfilled effectively by the state nor by private agencies Rather carefully crafted public private partnerships when combined with new accountability mechanisms and the sophisticated use of emerging information technologies are likely to offer more in the way of effective efficient and appropriate human services Because this work is solidly grounded in the literature on both human and business services the author s suggestions for major redesign are comprehensive and intelligently qualified **Job Redesign in the New World of Work** Johnson Wong Voon Ping ,2023-10-11 Today in this rapidly evolving economy enterprises are racing to transform their business and build new capabilities to drive sustainable growth Business transformations jobs and workforce development are inextricably linked Jobs need to be redesigned in order to support the achievement of business outcomes How can enterprises redesign different fits for job skills and employee alignment to meet current and future business needs This book serves as a resource for the job redesign workshop in addressing the challenges practical insights and tools needed for enterprise leaders and practitioners to embark on the JR journey effectively

**Modernising Social Services in Spain Designing a New National Framework** OECD,2022-10-18 Social services in Spain are confronted with a series of challenges including growing demand due to population ageing changing family models rising inequality and labour market changes This report suggests ways to improve the legal context move towards more universal services strengthen quality and move towards more evidence based policies *Organizational Change for the Human Services* Thomas Packard,Thomas Roy Packard,2021 Organizational Change for the Human Services is designed for managers and other leaders in human service organizations HSOs and students in graduate programs in social work nonprofit management public administration and human resource management It covers evidence based principles for planning and implementing organizational change initiatives in areas such as implementing evidence based practices new or improved information systems diversity equity and inclusion initiatives and organizational restructuring Details are provided on many change methods from team building employee surveys use of consultants intrapreneurship and continuous quality improvement to change processes specifically for HSOs such as capacity building implementation science staff initiated organizational change and cutback management The Human Resources Program-Evaluation Handbook Jack E. Edwards,John C. Scott,Nambury S. Raju,2003-07-22 The Human Resources Program Evaluation Handbook is the first book to

present state of the art procedures for evaluating and improving human resources programs Editors Jack E Edwards John C Scott and Nambury S Raju provide a user friendly yet scientifically rigorous how to guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers

**Designing and Managing Programs** Peter M. Kettner, Robert M. Moroney, Lawrence L. Martin, 2008 Designing and Managing Programs An Effectiveness Based Approach Third Edition is an updated version of THE classic book on program management and design This new edition is written in a deliberate manner that has students following the program planning process in a logical manner Students will learn to track one phase to the next resulting in a solid understanding of the issues of internal consistency and planning integrity The book s format guides students from problem analysis through evaluation enabling students to apply these concepts to their own program plans

Human Resources Management V. S. P. Rao, Rao, 2007 The book presents the fundamentals of Human Resource Management in a simple lucid and easily understandable style It provides a comprehensive coverage to a vast growing discipline well supported by a wealth of research data collected from multifarious sources potently and carefully A notable feature of the book is that it gives extensive coverage to HRD topics The book contains a number of informative tables summary boxes and useful diagrams It is also liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner The book is primarily meant for students pursuing advanced courses in Human Resource Management such as MBA PGDBA M Com and IAS Some of the changes in the Second Edition are summarized below v A refined version of SHRMv Total quality HRM approachv Summarised versions of best employers in India especially their recruitment selection training and executive development practicesv Succession planning and succession management enriched with live corporate examplesv 360 degree feedback system essentials of an effective appraisal system potential appraisalv How leading Indian companies appraise potentialv Latest data regarding union membership union recognition criteria and rights voluntary recognition and the code of discipline verification of union membership the check off system recommendations of NCL current trends in trade unionismv Features of industrial relations approaches to industrial relations latest data regarding industrial disputesv Important uses of human resource information systemv New chapter on International Human Resource Managementv Study Aids in a New Format Discussion questions Internet sources true false questions key term exercises student activities etc have been brought under one roof i e at the end of each chapterv 9 New Cases The case of the risky recruit the case of bench management the case of TQM and innovation compensation crises incentive issues the case of variable pay the case of involuntary VRS the case of mentoring management and the case of the hushed relationship

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**Redesigning Educational Leadership Preparation for Equity** Michelle D. Young, Ann

O'Doherty, Kathleen M.W. Cunningham, 2021-09-28 Delivering equity for PK 12 learners is an essential aim for educational leadership preparation programs This book serves as a resource for equity focused design and redesign thorough innovation improvement and impact Based on direct experience while also drawing from innovative exemplars and unpacking a decade of program improvement practice this book explores how to foster partnerships and pipelines recruit and select candidates map the curriculum develop powerful learning experiences create field experiences design program evaluation and support faculty learning Chapters open with a vignette that presents scenarios in which many faculty members find themselves particularly when programs are in need of improvement Drawing on years of experience facilitating redesign the authors offer both processes and resources to assist faculty including diagnostic tools sample agendas templates guiding questions and suggested protocols Whether facing new accreditation requirements state program approval changes institutional redesign challenges or as part of a grant funded redesign this book is a critical resource for educational leadership faculty and program coordinators looking to garner the appropriate resources ask the right questions and follow reliable processes in program design and continuous improvement toward equity Chapter resources and templates available for download online at <https://www.routledge.com/9780367673543> on the tab that is entitled Support Material Please also join Redesign Improve Innovate an online forum focused on preparation and practice improvement found here [www.RedesignImproveInnovate.org](http://www.RedesignImproveInnovate.org)

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