

Reforming America's Healthcare System Through Choice and Competition



Reforming Human Services Change Through Participation

Hans Toch,J. Douglas Grant



Reforming Human Services Change Through Participation:

Reforming Human Services Hans Toch, J. Douglas Grant, 1982 The authors feel that management techniques adopted from industry have created bureaucratic demands that are not suited to agencies trying to provide responsive humane assistance They suggest an approach that draws from democratic management principles to involve front line human service workers in the decision making process They demonstrate using studies of industrial democracy including their own study of criminal justice agencies that such organizational structures encourage a more committed attitude by practitioners It provides a realistic analysis of the problems and successes that may confront researchers managers trainers and consultants in their endeavors to reform the human services The book should be **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

Reforming Human Services Hans Toch, J. Douglas Grant, 1982-11 In this book the authors try hard not to downgrade the continuum of work related problems The authors stress this continuum by surveying the highlights of recent organizational reform including as reviews must the classics that have inspired reformers This book is in part a primer or a summary recapitulation of today's trends in organizational change theory and experimentation It is also a blueprint and as such contains a prescription or model of planned change The prescription is eclectic It combines elements of what are now the mainline work reform strategies job enrichment quality of work life and action research into a package that we hope is coherent and deployable In this book the authors contend that workers work best and most contentedly that they are most apt to exercise ingenuity and decency and helpfulness when they have a voice in shaping organizational goals and defining their own jobs This ideal condition which the authors call grass roots management is neither utopian nor revolutionary nor hard to create The authors shall outline how organizational democracy can be achieved and how it has to varying degrees been attained The authors shall suggest why the strategy works why in fact it must work In this connection the authors assume that strategies vested in classic management have been tried and found wanting Reasons for the shortfall are many some have to do with changing needs or expectations some with needs we have known but ignored The reason whichever it may be is academic because manifest needs of workers whether they are new or discovered are intense and irreversible If we ignore workers needs we violate human nature And nature as the commercial points out has a

way of avenging itself when it is violated Preface **Journal of Human Services Abstracts** ,1983 **Handbook of Community Psychology** Julian Rappaport,Edward Seidman,2012-12-06 As a field progresses people write about their own work in journals chapters and books but periodically the work needs to be collected and organized It needs to be brought together in a format that can both introduce new members to the field and reacquaint continuing members with the work of their colleagues Such a collection also affords an opportunity for the growing number of people with particular expertise to provide a reference for others whose work is related but differs in focus This is the first Handbook of Community Psychology It contains contributions from 106 different authors in addition to our editorial introductions Its thirty eight chapters including two that are divided into multiple individually authored parts are concerned with conceptual frameworks empirically grounded constructs intervention strategies and tactics social systems design assessment and analysis cross cutting professional issues and contemporary intersections with community psychology Although interrelated each chapter stands on its own as a statement about a particular part of the field and the volume can serve as a reference for those who may want to explore an area about which they are not yet familiar To some extent community psychologists eschew the distinction between researcher and practitioner and regardless of one's primary work environment university small college practice setting government or grassroots organization there is something of interest for anyone who wants to explore the community psychology approach **Working with Sex Offenders in Prisons and Through Release to the Community** Alec P. Spencer,1999 Victims pornography case study staff training behaviour programme rape pedophile **The Partnership Model in Human Services** Rosalyn Benjamin Darling,2005-12-11 This book provides students and practitioners with a theoretical and methodological foundation for implementing client and family centered partnership approaches in human services Unlike other texts in the field the author integrates the principles and practices of sociology with applied work in the helping professions and shows how key sociological concepts can be used to explain the nature of clients perspectives and expand client opportunities *Democratizing the Police Abroad* David H. Bayley,2001 **The New Criminal Justice** John Klofas,Natalie Kroovand Hipple,Edmund McGarrell,2010-02-25 Criminal Justice in the United States is in the midst of momentous changes an era of low crime rates not seen since the 1960s and a variety of budget crunches also exerting profound impacts on the system This is the first book available to chronicle these changes and suggest a new emerging model to the Criminal Justice system emphasizing collaboration across agencies previously viewed as relatively autonomous a focus on location problems and local solutions rather than a widely shared understanding of crime or broad application of similar interventions a deep commitment to research which guides problem assessment and policy formulation and intervention Ideal for use in graduate as well as undergraduate capstone courses **The Role of Gender in Practice Knowledge** Josefina Figueira McDonough,F. Ellen Netting,Ann Nichols Casebolt,2018-10-24 Feminist critiques of the social sciences are based on the assumption that because the social sciences were developed for the most part by white middle

class Western men the perspectives of women were ignored This book offers an approach for integrating gender related content into the social work curriculum The distinguished contributors discuss the shortcoming of dominant knowledge address the pressing need for a gender integrated curriculum consider the pedagogies consistent with the implementation of an integrate curriculum address specific areas in social work education assessing content and assumptions and discuss strategic issues for the implementation of curricular knowledge Resources in Education ,1998-05 **Person-Centered Leadership for Nonprofit Organizations** Jeanne M. Plas,Susan E. Lewis,2001 This book is unique because it presents a case study account of an award winning non profit organization that has implemented a powerful participatory management approach and demonstrates in a convincing way what the benefits of it can be for staff as well as clients *Hard Time* Robert Johnson,Ann Marie Rocheleau,Alison B. Martin,2016-06-09 *Hard Time A Fresh Look at Understanding and Reforming the Prison* 4th Edition is a revised and updated version of the highly successful text addressing the origins evolution and promise of America s penal system Draws from both ethnographic and professional material and situates the prison experience within both contemporary and historical contexts Features first person accounts from male and female inmates and staff revealing what it s actually like to live and work in prison Includes all new chapters on prison reform and on supermax correctional facilities including the latest research on confinement long term segregation and death row Explores a wide range of topics including the nature of prison as punishment prisoner personality types and coping strategies gang violence prison officers custodial duties and psychological educational and work programs Develops policy recommendations for the future based on qualitative and quantitative research and evidence based initiatives **The Handbook of Social Policy** James Midgley,Martin B. Tracy,Michelle Livermore,2000 Comprises 33 papers grouped under five themes The Nature of social policy The History of social policy Social policy and the social services The Political economy of social policy and International and future perspectives on social policy *Criminal Justice Theory* , Welfare Reform in Persistent Rural Poverty Kathleen Pickering,Mark H. Harvey,Gene F. Summers,David Mushinski,2015-11-09 Since the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 was enacted policy makers agency administrators community activists and academics from a broad range of disciplines have debated and researched the implications of welfare reform in the United States Most of the attention however has focused on urban rather than rural America *Welfare Reform in Persistent Rural Poverty* examines welfare participants who live in chronically poor rural areas of the United States where there are few job opportunities and poor systems of education transportation and child care Kathleen Pickering and her colleagues look at welfare reform as it has been experienced in four rural and impoverished regions of the United States American Indian reservations in South Dakota the Rio Grande region Appalachian Kentucky and the Mississippi Delta Throughout these areas the rhetoric of reform created expectations of new opportunities to find decent work and receive education and training In fact these expectations have largely gone unfulfilled as welfare reform has failed to penetrate poor areas where low income

families remain isolated from the economic and social mainstream of American society Welfare Reform in Persistent Rural Poverty sheds welcome light on the opportunities and challenges that welfare reform has imposed on low income families situated in disadvantaged areas Combining both qualitative and quantitative research it will be an excellent guide for scholars and practitioners alike seeking to address the problem of poverty in rural America Stimulating Human Services Reform Harold W. Demone,1978 The Routledge Handbook of Service User Involvement in Human Services Research and Education Hugh McLaughlin,Peter Beresford,Colin Cameron,Helen Casey,Joe Duffy,2020-08-10 Worldwide there has been a growth in service user involvement in education and research in recent years This handbook is the first book which identifies what is happening in different regions of the world to provide different countries and client groups with the opportunity to learn from each other The book is divided into five sections Section One examines service user involvement in context exploring theoretical issues which underpin service user involvement In Section Two we focus on the state of service user involvement in human services education and research across the globe including examples of innovative practice but also identifying examples of where it is not happening and why Section Three offers more detailed examination of such involvement in a wide range of professional education learning settings Section Four focuses on the involvement of service users in research involving a wide range of service user groups and situations Lastly Section Five explores future challenges for education and research to ensure involvement remains meaningful The book includes forty eight chapters including seventeen case studies from all regions of the world this is the first book to both highlight the subject s methodological and theoretical issues and give practical examples in education and research for those wishing to engage in this field It will be of interest to all service users scholars and students of social work nursing occupational therapy and other human service subjects **Police Leadership and Administration** William F. Walsh,Gennaro F. Vito,2018-07-04 William Walsh and Gennaro Vito have adapted the strategic management process to the police organizational world in this innovative new text Police Leadership and Administration A 21st Century Approach Focusing principally on the police executive this book covers pioneering management techniques for leaders facing the challenges of today s complex environment providing the police practitioner instruction in planning setting direction developing strategy assessing internal and external environments creating learning organizations and managing and evaluating the change process It also tackles how to handle the political economic social and technical considerations that differ from one community to the next Police Leadership and Administration trains individuals to search for solutions rather than relying on old formulas and scientific management principles It shows how to tailor responses to the unique problems and issues that professionals are likely to face in the field of law enforcement providing a foundation with which to adapt to an ever changing criminal justice climate This book is essential for forward thinking police leadership courses in colleges and professional training programs Social Justice and Social Work Michael J. Austin,2013-03-26 Social Justice and Social Work Rediscovering a Core Value of the Profession

introduces and connects social justice to the core values of social work across the curriculum This unique and timely book edited by Michael J Austin presents the history and philosophy that supports social justice and ties it to ethical concepts that will help readers understand social justice as a core social work value The book further conveys the importance of amplifying client voice explores organization based advocacy and describes how an understanding of social justice can inform practice and outlines implications for education and practice

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