

Organizational Change in the Human Services



Rebecca Ann Proehl

Organizational Change In The Human Services

Thomas Roy Packard



Organizational Change In The Human Services:

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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

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Organizational Change and Development in Human Service Organizations David Bargal, Hillel Schmid, 1992 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

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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

Organizational Change for the Human Services Thomas Roy Packard, 2021 Human service organizations are faced with environments of volatility uncertainty complexity and ambiguity The COVID 19 pandemic other healthcare challenges expectations for evidence based practice usage and racial justice are vivid examples Clients and communities deserve effective services delivered by competent compassionate and committed staff members Taxpayers donors philanthropists policy makers and board members deserve to have their contributions used to deliver programs that are effective and efficient All these forces create demands and opportunities for organizational change Planned organizational change can happen at the level of a program division or an entire organization Administrators and other staff will need complementary skills in leading and managing organizational change Staff deserve opportunities to have their unique competencies used to achieve organizational goals Organizational change involves leading and mobilizing staff to address problems needs or opportunities facing the organization by using change processes which involve both human and technical aspects of the organization

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

Organization, Policy, and Practice in the Human Services Bernard Neugeboren, Simon Slavin, 2012-08-21 Here is a timely insightful book that greatly increases the effectiveness of human service professionals and the organizations in which they function *Organization Policy and Practice in the Human Services* is the first such text to bring together in a systematic fashion the concepts of organizational theory policy and practice in the human services Offering a basic orientation to the structure and operations of social service organizations Neugeboren addresses society's need for the successful operation of these complex institutions in our highly organized society He also calls for a re examination of what is meant by dependency and postulates new methods of dealing with the social and personal problems confronting people in contemporary society This book is indispensable for administrators practitioners and students Practitioners gain instruction in bureaucratic expertise enabling them to maximize opportunities limit organizational constraints reduce the likelihood of

burnout and otherwise become a good bureaucrat instead of an ineffective if well intentioned one Administrators will benefit from a model of organizational goals practical guidelines for evaluating the effectiveness of an organizational structure and methods for identifying and remedying the causes of organizational dysfunction Neugeboren s practical ideas make a significant contribution in preparing tomorrow s social workers to deal more effectively with the world facing each of us His theoretical insights are grounded in discussions of actual cases making them easy to apply to any human service organization

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

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 **Journal**

of Human Services Abstracts ,1978 **Supervision as Collaboration in the Human Services** Michael J. Austin,Karen Hopkins,2004-03-23 The authors have assembled some of the finest minds in the field of supervision studies to produce *Supervision as Collaboration in the Human Services* Key aspects of a learning organization and the process of organizational learning are explored across the various human services social mental health health and aging making this an essential core text for graduate and undergraduate students of social work and counselling as well as for human services supervisors and practitioners *Department of Health and Human Services* United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of Labor, Health and Human Services, Education, and Related Agencies,1980

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for Fiscal Year 1981 United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of Labor, Health and Human Services, Education, and Related Agencies,1980 **Journal of Human Services Abstracts** ,1981

Changing Human Service Organizations George Brager,2002-02 Monograph on planned Innovation and organization development in social services focuses on change initiated by lower and middle management levels of the organizational hierarchy covers political aspects psychological aspects initial assessment of the need for change the change process implementation and institutionalization etc and presents management theory and practical examples References Coping

with the Demands for Change Within Human Services Administration Robert Agranoff,1977 *Staff Recruitment, Retention, & Training Strategies for Community Human Services Organizations* Sheryl Ann Larson,Amy S. Hewitt,2005 This book provides practical strategies for managers and supervisors of human services agencies to use in assessing and successfully addressing workforce challenges Each strategy is described with detailed instructions about how to assess the strategy develop an intervention plan and evaluate its effectiveness Chapters also discuss how and why each strategy should be used The book includes worksheets forms flow charts and examples of how successful agencies have used these strategies

Human Services Walter Fisher,Joseph Mehr,Philip Truckenbrod,1974

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