

REDESIGNING THE WORK OF HUMAN SERVICES

John O'Looney

Redesigning The Work Of Human Services

**Charles J. De Wolff, P J D
Drenth, Thierry Henk**



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

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

Social Work and Human Services Responsibilities in a Time of Climate Change Amanda Howard, Margot Rawsthorne, Pam Joseph, Mareese Terare, Dara Sampson, Meaghan Katrak Harris, 2022-11-15 This book provides an accessible research informed text for students social workers and other social service workers and community development workers focused on practically linking climate change to social justice The book is designed for Those who want to embed an understanding of climate change and its social justice impacts in their everyday practice Those keen to explore the explicit but also often invisible ways we see injustice playing out and exacerbated by climate change Those interested in embarking on research and action which addresses climate change in an inclusive creative and fair way Utilising existing and current research with organisations government and communities it examines key themes and contexts where work has been done and where more work is needed to design and implement inclusive and just action on climate change With a core position revolving around the idea and practice of justice for earth and everything that lives here it draws on First Nations worldviews critical analysis community led approaches and complexity theory to outline some practical ways to adapt to and mitigate the impacts of

climate change as well as a strategy to reshape our life and work for the longer term It will be required reading for all scholars students and professionals of social work social welfare community development international development community health and environmental and community education

Building Cultures and Climates for Effective Human Services Anthony L. Hemmelgarn, Charles Glisson, 2018-07-13 It is widely acknowledged that many healthcare behavioral health and social service organizations provide less than optimal services and that the challenge of improving services depends on successfully changing organizational culture and climate However there are almost no organizational level strategies that have been tested with randomized controlled trials Building Cultures and Climates for Effective Human Services addresses the need for evidence based organizational strategies for improving human service quality and outcomes by uniquely describing the authors own case examples nationwide studies and randomized controlled trials to explain how organizational culture and climate can be assessed and changed The two authors use their decades of research and practice experience in assessing and changing human service organizations to explain how organizations can improve the services they provide using the authors ARC model which effectively removes service barriers and supports the implementation of evidence based practices and other innovations The book also blends case examples with research from nationwide studies regional experiments and randomized controlled trials to explain the ARC model of organizational effectiveness and how it works to improve services It provides a balance between theory empirical research and actual case examples to help researchers organizational consultants administrators and service providers gain a practical understanding of how culture and climate affect services and how they can be improved Furthermore the text describes the three ARC strategies each composed of multiple elements to 1 embed key organizational principles 2 implement core organizational component tools and 3 apply mental models to alter shared reasoning and beliefs that affect success No other organizational level strategies for improving services have been so well documented and tested

Occupational Strain and Efficacy in Human Service Workers

M. Dollard, A. Winefield, 2011-06-28 Workers compensation data in a large public sector human service agency clearly indicated that the most significant type of compensable incident that occurred within the organisation was that of anxiety and stress related conditions From September 1987 to September 1995 there had been 219 workers compensation claims relating to workplace strain stress in the agency The total cost of these claims was 4 865 249 A study was commissioned by the agency in early 1996 to review workplace strain The outcomes sought by the department following the implementation of the project recommendations as outlined in the project brief were to have 1 a reduction of psychological and physical injuries of employees 2 shorter duration of claims 3 a reduction in the costs of claims 4 a potential drop in sick leave 5 a reduction in non compensable measures of occupational strain eg absenteeism poor performance work flow interference staff turnover replacement and training costs 6 managers and staff to be more aware of their role in preventing strain contributing to strain and managing strain 7 managers to know of and use a range of resources to assist them with

occupational strain issues eg Occupational Health and Safety Advisor and Staff Counsellor and 8 staff to have a clear means and strategies to assist them with occupational strain and avenues to resolve conflict

OBJECTIVES OF THE REVIEW The main objectives of the review as outlined in the project brief were to have 1

Designing the Department of Human Services Illinois. Office of the Governor. Reorganization Project Team, 1997 This report presents findings regarding the current state of human service delivery in Illinois and offers recommendations for the DHS that recognize the diversity of human services clients including both families and individuals It is submitted to the Illinois Legislative Task Force on Human Services Consolidation by the Reorganization Project Team which consists of members of the Governor's staff senior human services employees and several consultants from McKinsey Company Inc a management consulting firm that provided pro bono services

Leaf 1

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

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, 1981

Redesigning Healthcare Delivery Peter Boland, 1996 One of the greatest challenges in health care is reorganizing its core processes These reorganization initiatives are most often pursued under pressure from employers consumers advances in medical technologies and changes in payer policy

Redesigning Healthcare Delivery teaches practitioners managers and executives proven new ways to predict and manage the needs of patient populations improve customer service and refocus their organizations on administrative and clinical tasks to ensure future success

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

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2017 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2016

Redesigning the Process for Establishing the Dietary Guidelines for Americans National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Food and Nutrition Board, Committee to

Review the Process to Update the Dietary Guidelines for Americans, 2017-12-16 What foods should Americans eat to promote their health and in what amounts What is the scientific evidence that supports specific recommendations for dietary intake to reduce the risk of multifactorial chronic disease These questions are critically important because dietary intake has been recognized to have a role as a key determinant of health As the primary federal source of consistent evidence based information on dietary practices for optimal nutrition the Dietary Guidelines for Americans DGA have the promise to empower Americans to make informed decisions about what and how much they eat to improve health and reduce the risk of chronic disease The adoption and widespread translation of the DGA requires that they be universally viewed as valid evidence based and free of bias and conflicts of interest to the extent possible However this has not routinely been the case A first short report meant to inform the 2020 review cycle explored how the advisory committee selection process can be improved to provide more transparency eliminate bias and include committee members with a range of viewpoints This second and final report recommends changes to the DGA process to reduce and manage sources of bias and conflicts of interest improve timely opportunities for engagement by all interested parties enhance transparency and strengthen the science base of the process

Toolbook for Health Care Redesign Ruth I. Hansten, 1997 Nursing Redesigning the US Mental Health Care System Sydney S. Harris, Stephen M. Strakowski, 2024 What is commonly referred to in the U S as the mental health care system is not really a system at all While excellent programs exist in every state in every community across America the system is actually a set of fragmented services provided inequitably by a haphazard array of specialty providers often with inadequate resources and only tenuously connected to health care systems for other health needs Crisis is too often the first point of contact for people experiencing a mental illness while year over year increases in rates of anxiety depression traumatic stress and death from suicide and overdose have led many to characterize the current situation as a pandemic or epidemic of mental illness constituting a national emergency For youth and young adults in late 2021 this emergency was formally recognized by the U S Surgeon General in the first Advisory ever issued regarding the nation s mental health

Work Psychology Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff, 1998 Volume two of a four volume set This second edition has been extensively rewritten and should be of interest to both practitioners and students of organizational psychology

A Handbook of Work and Organizational Psychology Charles J. De Wolff, P J D Drenth, Thierry Henk, 2013-05-13 Work Psychology the second volume of the Handbook of Work and Organizational Psychology concentrates on issues related to the direct relationship between the worker and the organization and on his or her task or function This could be termed the classical tradition of work psychology including human factors psychology and ergonomics This volume provides a comprehensive update on new issues and studies in this core area Subjects like safety occupational stress workload and absenteeism due to sickness are tackled Chapters discuss particular types of workers on whom psychologists have focused attention more recently the older worker the unemployed and the foreign worker Moving

away somewhat from the micro world of the individual worker models of human economic behaviour and the development of social indicator systems are also explored Handbook of Work and Organizational Psychology: Work psychology Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff, 1998 Volume two of a four volume set This second edition has been extensively rewritten and should be of interest to both practitioners and students of organizational psychology

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1996: Testimony of members of Congress and other interested individuals and organizations United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 1995 **The Work and Family Handbook** Marcie Pitt-Catsoupes, Ellen Ernst Kossek, Stephen Sweet, 2015-12-03 The Work and Family Handbook is a comprehensive edited volume which reviews a wide range of disciplinary perspectives across the social sciences on the study of work family relationships theory and methods The changing demographics of the labor force has resulted in an expanded awareness and understanding of the intricate relations between work and family dimensions in people's lives For the first time the efforts of scholars working in multiple disciplines are organized together to provide a comprehensive overview of the perspectives and methods that have been applied to the study of work and family In this book the leading work family scholars in the fields of social work psychology sociology organizational behavior human resource management business and other disciplines provide chapters that are both accessible and compelling This book demonstrates how cross disciplinary comparisons of perspective and method reveal new insights on the needs of working families the challenges faced by those who study them and how to formulate policy on their behalf

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