

Managing Complexity in the Public Services

Second edition

Philip Haynes



Managing Complexity In The Public Services

Adams, Robert, Tovey, Wade



Managing Complexity In The Public Services:

Managing Complexity in the Public Services Philip Haynes, 2015-03-24 The application of complexity theory to management and the social sciences has been a key development in theory and practice over the last decade This approach questions the possibility of finding universal methods of practice and proposes a pragmatic and humanistic management style that evolves out of a reflective method The focus is on practitioners observing patterns of similarity and being adaptable in decision making Bringing complexity theory into management reveals the importance of organizational culture and effective communication because people their values and their objectives are at the heart of this method Information technology provides a framework for complex communication and knowledge use but it cannot replace highly developed professional negotiations and cooperation This book argues that the complexity of the public service world limits the usefulness of classical and rational scientific management approaches such as New Public Management Excessive marketization threatens a collaborative approach and overly rigid approaches to performance management and strategic management can be dysfunctional Managing Complexity in the Public Services 2nd Edition advances a method of management practice that copes with the stark realities of the complex and unpredictable public policy world It develops pragmatic management practices from action research that will be valuable to both academics and practitioners The result is a new value based practice for the post crisis public service world

Managing Change in the Public Services Mike Wallace, Michael Fertig, Eugene Schneller, 2009-02-09 This book explores the management of change to improve public service effectiveness It breaks new ground in addressing why public service change is becoming increasingly complex to manage how people cope with this new complexity what implications arise for improving policy and practice and which avenues for further research and theory building look particularly promising The contributors are all leading researchers from the USA Canada and the UK Together they provide a synthesis of state of the art thinking on the complex change process in Anglo American contexts policy making for public service reform that generates managerial complexity and practice in service organizations to improve provision Special reference is made to education and health the largest and most complex of the public services The analysis has wider relevance for other public services and national contexts Managing Change in the Public Services is essential reading for all concerned with public service improvement leaders and managers in service organizations administrators trainers advisers and consultants who support the management of change policy makers and public servants and advanced course students and academics The book also offers general insights for the theory and practice of managing organizational and systemic change

Systems Approaches to Public Sector Challenges Working with Change

OECD, 2017-08-11 This report produced by the OECD Observatory of Public Sector Innovation explores how systems approaches can be used in the public sector to solve complex or wicked problems

Public-Sector Project Management David Wirick, 2011-11-16 YOUR GUIDE TO PROJECT MANAGEMENT SUCCESS IN THE PUBLIC SECTOR There may be no

simple formula for success in public sector projects but Public Sector Project Management delivers the next best thing a complete set of skill building strategies that puts success well within your reach Building on industry standards and best practices as well as almost thirty years of public sector experience this definitive sourcebook clearly explains how to manage projects in the public sector and navigate their many challenges Here is where you ll find all the tools to accomplish your goals for any public sector project whether you are overseeing military and security operations the construction of public infrastructure improving agency processes deploying new systems or public programs or any other public initiative The book describes both the obstacles and basic processes of public sector project management and examines the differences between public sector and private sector projects including the management of the wide array of public sector stakeholders Public Sector Project Management is your comprehensive professional template for making a positive contribution to your agency or organization Inside you ll find Expert guidance consistent with project management best practices In depth coverage of public sector constraints including purchasing systems legal mandates political and media oversight and complex rules and processes Specific strategies to enhance the management capability of public sector managers and private sector project managers working under government contracts Emphasis on the role of planning in managing customer manager and project team expectations and coping with the overlapping systems of constraints that impede public sector projects Techniques for managing contractors and vendors Tools for managing the complexity inherent in most public sector projects Insightful case studies of notable and historic public sector projects chapter ending discussion questions and exercises numerous tables and figures and key terms in the glossary New Public Management in Africa Robert E. Hinson,Nnamdi Madichie,Ogechi Adeola,Justice Nyigmah Bawole,Isaiah Adisa,Kwame Asamoah,2021-10-25 This book analyses and evaluates the accomplishments challenges and approaches associated with the New Public Management NPM in Africa towards establishing context specific interventions for public sector institutions performance Taking the reader through various business and management approaches including leadership in the public sector digitalisation market orientation and trust building this book provides an understanding of the key issues facing public sector organisations in Africa and offers novel ways of approaching public management in a changing socio economic landscape to drive improved performance of public institutions The book offers students practitioners and researchers important insights on NPM and public sector institutions in Africa The recommendations of the book will help government and policymakers implement appropriate public sector management policies for strengthening public sector service delivery in Africa **Consultancy in Public Services** Adams, Robert,Tovey, Wade,2012-07-25 This book challenges the traditional view that the consultants are brought in as experts and instead examines ways of using consultancy to empower staff patients service users and members of the public Managing Public Services - Implementing Changes Tony L. Doherty,Terry Horne,2005-08-18 Focusing on change as a constant factor in the management of any organization this informative book helps the student and practitioner to develop the skills and

knowledge they require to underpin the work of a modern service manager in rapidly changing public sector organizations whether publicly owned privately managed or sub contracted Taking a distinctive approach emphasizing management and organizational learning as keys to organizational success this introductory text is solidly practical and is supported by strong pedagogical features including case studies review questions illustrative vignettes This comprehensive text has been specifically designed and developed to meet the needs of students studying public services management at undergraduate certificate diploma and postgraduate level It allows the reader to develop transferable skills in thinking and learning as they work through the book and gives greater awareness of the benefits of continuous learning for staff and managers

Managing for Public Service Performance Peter Leisink, Lotte B. Andersen, Gene A. Brewer, Christian B. Jacobsen, Eva Knies, Wouter Vandenabeele, 2021-03-04 How can management make a meaningful contribution to the performance of public services Around the world public organizations face increasingly complex social issues related to globalization migration health crises national security and climate change To meet these challenges we need a better understanding of what managing for public service performance means and what it requires from public managers and public servants This book takes a multidisciplinary critical and context sensitive approach to address such questions Through a comparative review of public administration research it examines a variety of management aspects such as leadership behavior human resource management performance diversity and change management It also critically reflects on how the context of the public sector affects the management performance relationship in democratic societies as well as the influence of numerous stakeholders and their beliefs about the nature and purpose of public service By clarifying conceptual issues and taking a theoretical and evidence based approach to the relationships between management and performance this book offers new directions for research and a framework to help improve public services in practice

Complexities 2 Jean-Pierre Briffaut, 2024-05-29 Awareness of complexity in science and technology dates back to the 1970s However all social systems tend to develop structures that become more complex over time be it within families tribes cities states or societal and economic organizations *Complexities 2* covers a broad array of fields from justice and linguistics to education and organizational management The aim of this book is to show without aiming to provide a comprehensive overview the diversity of approaches and behaviors towards the obstacle of complexity in understanding and achieving human actions When we see complexity as the incompleteness of knowledge and the uncertainty of the future we realize that simplifying is not an adequate approach to complexity even in the humanities and social sciences This book explores the relationship between order and disorder in this field of knowledge

Local Authorities and the Social Determinants of Health Adrian Bonner, 2020-10-14 As many social inequalities widen this is a crucial survey of local authorities evolving role in health social care and wellbeing Health and social and public policy experts review structural changes in provision and procurement and explore social determinants of health including intergenerational needs and housing With detailed assessments of regional disparities and case studies of

effective strategies and interventions from local authorities this collaborative study addresses complex issues Wicked Issues considers where responsibility for wellbeing lies and points the way to future policy making The Centre for Partnering CfP is a key outcome of this innovative review along with Bonner s previous work Social Determinants of Health 2017

Handbook of Decision Making Goktug Morcol,2006-11-01 Handbook of Decision Making includes the wisdom of the long theological and philosophical traditions of human society as well as a systematic exploration of the implications of contemporary evolutionary theories Common patterns in decision making styles are identified as well as the common variations that different contexts may generate The text covers the multiplicity of mainstream decision making styles such as cost benefit analysis and linear programming It also explains alternative and emerging methods such as geographic information systems Q methodology and narrative policy analysis Practical applications are discussed using decision making practices in budgeting public administration and governance drug trafficking and information systems

Governance in the 21st Century Morris Bosin,2022-09-06 In Governance in the 21st Century Morris Bosin offers an integrated approach in addressing real world governance challenges Divided into four broad sections Bosin begins in Part 1 by introducing the nature of governance its use in the public and private sector and at different levels in our society Part 2 covers traditional and emerging approaches to governance and reviews the various epistemological roots that frame our understanding of governance approaches Part 3 includes a detailed discussion of the three components of his proposed approach to an expanded view of governance requisite variety complexity and reflexivity Part 4 illustrates the application of this approach through the use of case studies targeted at selected Federal agencies as well as at specific societal issues including the FDA s Drug Review Program Bureau of Indian Education Program U S Customs and Border Protection COVID 19 and Police Department Strategies Crossing traditional disciplinary lines Bosin s integrated approach will guide the academic community as well as practitioners toward a more holistic view of governance and offer generic solutions that can be adapted to any number of issues that portend transformational change for society

Managing Complex Governance Systems Geert Teisman,Arwin van Buuren,Lasse M. Gerrits,2009-07-28 Gathering some of the latest research in the field the original essays collected here explain how non linear dynamics self organisation of many agents and the co evolution of processes combine to generate the evolution of governance processes especially for public urban and metropolitan investments

Risk Management and Public Service Reform Iniobong Enang,2023-04-28 School education reform is a dynamic process It takes place in the context of changing institutional structures including society economy politics legislation and technology Yet there can be poor awareness of risk particularly social risk and its management during this process and more widely during public service reform PSR This book aims to promote new PSR understanding about social risk management It utilizes in depth case studies comprising two anonymous Scottish councils responsible for providing and reforming school education services Drawing mainly on risk management and structuration theories with elements of complexity leadership and

institutional theories the book explains contextual issues around the reform of Scottish school education services SSES It illustrates that social risks associated with reform can be used to explain emerging threats Furthermore it demonstrates that agent structure duality may be instrumental to the production and management of social risks The book also shows how the concept of social risk can be used to improve policy making and implementation Targeted at practitioners researchers policymakers and students this book will be of interest to those in the fields of public administration public service management and risk management more generally

Managing Modern Youth Work Liz Hoggarth, Bryan Merton, Mary Tyler, 2009-09-24 When people set out to qualify in youth work they do not anticipate that it is about managing themselves aims intentions and outcomes programmes and projects case work educational experiences and environments budgets volunteers and staff and young people's development This book ensures that students will feel confident to manage purpose projects and people to deliver good quality educational and developmental youth work with and for young people It also caters for those with youth work management experience by providing an opportunity to review and further develop management skills and understanding in the context of a volatile policy environment

The Routledge Handbook of Waste, Resources and the Circular Economy Terry Tudor, Cleber JC. Dutra, 2020-12-27 The Handbook introduces contextualises critiques and discusses a range of perspectives associated with the concept of the circular economy These perspectives span an array of subjects including economics environmental policymaking sociology environmental science environmental and industrial engineering management international development and human geography A fundamental underpinning of the Handbook is that it takes account of a wide range of sectors as well as geographical perspectives that incorporate both a Global North and Global South world context This approach is crucial because it is only within such a holistic perspective that the circular economy concept can truly be examined In addition these issues are examined both from a theoretical as well as a practical perspective using real world case studies for illustration Given its wide subject sectoral and geographical areas of focus the Handbook should be of value not only for those undertaking research in the field of circular economy but also stakeholders involved in policymaking as well as decision making on the front line

The Role of Food in Resettlement and Rehabilitation Julie Parsons, Kevin Wong, 2025-07-16 Exploring the role of food in enabling people with convictions to live a good life this book examines the tangible ways in which growing food cooking and eating together has the potential to be both transformative and small steps incremental in facilitating desistance journeys for people with convictions At its most reductive food sustains us physically it is the fuel which keeps us alive Of course emotionally culturally and socially it does more than that This edited book addresses an under researched area of resettlement and rehabilitation which has real world application to policy and practice in criminal justice and related areas such as mental health physical health employment and education Importantly given the relatability of food growing cooking and eating to the wider public it offers opportunities to connect the desistance journeys and lives of people with convictions to the wider public

The Role of Food in Resettlement and Rehabilitation will be of great interest to students and scholars of criminology sociology social work and food studies It is also important reading for government policymakers in criminal justice and health care social policy and criminal justice practitioners including prison governors social workers and providers of services for people with convictions in custody and community

Public Sector Leadership Petri Virtanen, Harri Jalonen, Marika Tammela, 2022-11-30 Drawing its origins from the Human Relations movement of the early 20th century and from public leadership orientations emphasising human aspects human centred public leadership approaches leadership from a system s perspective It explores societal institutions organisations and phenomena as an emergent system structure that manifests its existence through the multilateral and reciprocal interaction of its parts Systems thinking and the need for systemic change suggest that one can only understand and improve a system by looking at how all the parts interact with each other and how they are integrated The systemic nature of public leadership refers to dynamic learning mechanisms as they relate to the contents of leadership development tools which are derived mainly from the changing mode of the operating environment from the leaders own experience from their own personalities from a learning by doing approach to leadership development and from the ways in which leaders learn and unlearn This book presents key concepts approaches origins applications and best practices to understand the evolution and nature of human centred approach in public leadership It introduces a new public leadership paradigm that is needed in a complex internationally interconnected social economic cultural and political environment Based on scholarly public leadership research in addition to the authors professional experience as academics managers practitioners and consultants this volume offers guidance for decision makers public business and non governmental sector leaders managers and practitioners about how to create a context and contents for human centred leadership in the age of complex society and turbulent operating environment It will be of value to researchers academics and students in the in the fields of leadership and public management

Schooling for Tomorrow Networks of Innovation Towards New Models for Managing Schools and Systems OECD, 2003-06-04 This report analyses examples of innovative educational networks and policy programmes and brings together related research from different countries and disciplines

The Contract System of Employment for Senior Government Officials Faamausili Dr Matagialofi Lua'iufi, S. Omar Z. Mowlana, 2011 This publication reviews the effects of the reforms implemented under the new public management programme on the roles and conditions of service of permanent secretaries in the Cook Islands Papua New Guinea Samoa Tonga and Vanuatu These countries introduced the contract system of employment and their experiences highlight the importance of acknowledging context in considering the implications of the contract system and the challenges of implementation

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