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ESSENTIALS OF PUBLIC POLICY AND ADMINISTRATION

Organizational Development In The Public Sector

Ralph Stacey,Douglas Griffin

Organizational Development In The Public Sector:

   Organizational Development In The Public Sector David Carnevale,2018-04-24 This book defines organizational development OD and discusses the philosophy of OD in terms of its assumptions and values It addresses the issue of change in organizations and deals with groups and group processes since they are the forerunners of teams in organizations

   High Performance and Human Costs Robert T. Golembiewski,Alan Kiepper,1988-10-06 Organizational development as an alternative to Reagan administration methods of revamping federal agencies has been successfully applied in many public sector organizations High Performance and Human Costs focuses on the effective new management approach of one such organization the Metropolitan Atlanta Rapid Transit Authority MARTA and provides perspective on how administrators can move away from outdated bureaucratic models The work focuses on public agency dynamics using MARTA as an example The authors begin by studying emerging practices for high performance and include a detailed look at staff experience and interaction They evaluate an executive with a look at self forcing and self enforcing systems Other chapters focus on the personal reactions of MARTA executives provide guides for doing better the next time around and give a small case study of another project The authors conclude with a comparison of two approaches to high performance Organizational Development and the cultural approach popularized by the Peters and Waterman book In Search of Excellence   **Organizational Development in Public Administration** Maurizio Decastri,Stefano Battini,Filomena Buonocore,Francesca Gagliarducci,2020-08-26 Cultural economic and political trends are changing the way public administrations are organized and this book examines the new challenges managers face with the need for a shift from a traditional bureaucratic model to a competency based approach to organizational design and management in the areas of recruitment training career development and assessment Through the analysis of an experimental project launched jointly by the Italian National School for Administration SNA and the Prime Minister s Office this book showcases how a competency based system can be a key tool in reforming HR in the public sector with significant effects on the organization and management of public administration   **Organizational Assessment and Improvement in the Public Sector** Kathleen M. Immordino,2009-10-13 Calls for performance measures and metrics sound good but public sector organizations often lack the tools required to assess the organization as a whole and create true change In order to implement an integrated cycle of assessment planning and improvement government agencies at all levels need a usable framework for organizational assessment that speaks to their unique needs Organizational Assessment and Improvement in the Public Sector provides that framework an understanding of assessment itself and a methodology for assessment focused on the public sector The book introduces the concept of organizational assessment its importance and its significance in public sector organizations It addresses the organizational theory that underlies assessment including change management organizational and individual learning and organizational development Building on this the author focuses on the processes and demonstrates how the

communication that results from an assessment process can create a widely accepted case for change She presents a model grounded in the Malcolm Baldrige National Quality Program criteria but adapted for the culture of government organizations She also addresses the criteria that form the basis for assessment and implementation and provides examples and best practices Facing decreasing budgets and an increasing demand for services government agencies must increase their capabilities maximize their available fiscal and human resources and increase their effectiveness and efficiency They often operate in an atmosphere that prizes effectiveness but measures it in silos assigned to individual programs and a structure that encourages people to do more with less while systematically discouraging efficiency Stressing the significant and important differences between a business and a government this book supplies the knowledge and tools necessary to create a culture of assessment in government organizations at all levels **Organization Development in Public Administration** Golembiewski,1978-02-01 *Managing Change and Innovation in Public Service Organizations* Kerry Brown,Stephen Osborne,2012-10-02 The context and environment of public services is becoming increasingly complex and the management of change and innovation is now a core task for the successful public manager This text aims to provide its readers with the skills necessary to understand manage and sustain change and innovation in public service organizations Key features include the use of figures tables and boxes to highlight ideas and concepts of central importance a dedicated case study to serve as a focus for discussion and learning and to marry theory with practice clear learning objectives for each chapter with suggestions for further reading Providing future and current public managers with the understanding and skills required to manage change and innovation this groundbreaking text is essential reading for all those studying public management public administration and public policy **Organizational Assessment and Improvement in the Public Sector Workbook** Kathleen M. Immordino,2013-10-14 Public agencies at the federal state and local levels are realizing just how important it is to assess and improve their current performance and to convey information on their achievements and opportunities to staff leaders and decision makers as well as externally to constituents Organizational Assessment and Improvement in the Public Sector Workbook provides public administration practitioners at all levels of government with practical advice and tools they can use in planning and conducting an assessment of their organization and creating usable action plans for implementing the results This workbook addresses how to Determine whether an organizational assessment would benefit a particular organization Evaluate organizational readiness for assessment in terms of leadership support organizational priorities timing staff engagement time and energy and financial resources Select an assessment tool and method Influence decision makers and identify organizational champions Communicate effectively to internal and external constituents Engage employees in the process The book guides decision making about assessment by creating awareness of the available options and considerations and by providing a framework for discussions that will determine the right approach for an agency Each chapter consists of both information and tools including surveys exercises and worksheets which can be used by agencies at

all levels to determine whether and how to conduct a meaningful organizational assessment and how to turn the results of that assessment into organizational improvements Designed specifically to meet the needs of government organizations using language and examples that illustrate the challenges and the realities of working in the public sector this workbook provides the tools to help practitioners do more with less and promote a culture of assessment **Ironies In Organizational Development** Robert T. Golembiewski,2019-02-13 Offering effective tools and strategies this book covers how to encourage and strengthen skills in process analysis and investigation align OD principles with transforming societal values clarify communication processes and decision making procedures and isolate and resolve roadblock issues Constructing a platform to assess large system agendas Ironies in Organizational Development Second Edition is an outstanding text for upper level undergraduate and graduate students taking organizational development courses in the departments of public administration psychology management and sociology as well as for in service and professional workshops Complexity and the Experience of Managing in Public Sector Organizations Ralph Stacey,Douglas Griffin,2007-05-07 A fundamental problem of public sector governance relates to the very way of thinking it reflects where organization is thought of as a thing a system designed to deliver what its designers choose This volume questions that way of thinking and takes a perspective in which organizations are complex responsive processes of relating between people Bringing together the work of participants on the Doctor of Management program at Hertfordshire University this book focuses on the move to marketization and managerialism paying particular attention to human relationships and group dynamics The contributors provide narrative accounts of their work addressing questions of management pressures accountability responsiveness and traditional systems perspectives In considering such questions in terms of their daily experience they explore how the perspective of complex responsive processes assists them in making sense of experience and developing practice Including an editors commentary which introduces and contextualizes these experiences as well as drawing out key themes for further research this book will be of value to academics students and practitioners looking for reflective accounts of real life experiences rather than further prescriptions of what organizational life ought to be Action Learning, Leadership and Organizational Development in Public Services Clare Rigg,Sue Richards,2006-09-27 Unprecedented investment is being made in leadership development across the public sector leadership courses are growing and development is a core theme of organizational capacity building initiatives Within this action learning has attracted increasing interest as an approach that can simultaneously address individual and organizational development An impressive and scholarly collection this book collates important examples and considers the evidence for action learning s effectiveness An important read for postgraduate students and researchers of human resources training and development this important book draws important insights to raise new questions concerning the role of the facilitator the value of a bilingual ability with public service issues and facilitation comparisons with coaching and mentoring and implications for employing action learning in a politicized or hierarchical environment and on a

consultancy basis   **Selected Public Sector Organizational Paradigms and Organizational Development Interventions** Barrett Lee Haga,2008   Organizational Development in the Public Sector Christopher Meyer,1981   **Organization Development** Robert A. Zawacki,D. D. Warrick,1976   Organization Development Wendell L. French,Cecil Bell,Robert A. Zawacki,1978   **Processual Perspectives on the Co-Production Turn in Public Sector Organizations** Thomassen, Anja Overgaard,Jensen, Julie Borup,2020-12-11 Existing research understands co production as leading to shifts in roles of the public sector institutions and their staffs The shift is seen in the way that a discursive use of the term service provision with embedded logics encompassing fiscal accountability performance measurement efficiency and process regulation has changed towards discourses that embrace collaboration between the public sector front staff and the citizens with the aim of developing legitimate and effective welfare services that are co produced by means of active participation and distributed decision making However this change requires new approaches to the way in which the implementation of new practices and tools is executed in practice as studied and researched and how the new practices and tools are understood and evaluated in organizations Processual Perspectives on the Co Production Turn in Public Sector Organizations is an essential reference book that examines unfolds and develops approaches to co production and implementation as dynamic processual collaborative sensemaking and as requiring and resulting in capacity building and learning Moreover the book examines new approaches to engage citizens and public sector actors in collaborative and co productive processes especially with concern for new goals pertaining to sustainability social equity democratic legitimacy etc Covering topics that include knowledge management and collective leadership the book presents perspectives on capacity building learning change and evaluation in organizations and current research in different areas of the public sector It is intended for public sector administrators and managers investigating the relevancy approaches and methods in co production Furthermore it targets civil actors and welfare service users leaders and managers of public organizations researchers academicians and students in programs that include social welfare development public administration political science and organizational development   **Management Development and the Public Sector** Andrew Kakabadse,Paolo Rondo Brovetto,Rainer Holzer,1988   **Managing Organizational Change in Public Services** Rune Todnem By,Calum Macleod,2012-08-21 Forming part of the Understanding Organizational Change series Managing Organizational Change in Public Services focuses on the organizational dimension of change management in public services Combining aspects of change management theory with real life practice in the form of organizational cases from different regions and sectors this edited collection identifies and analyzes significant issues regarding the development implementation and evaluation of public service change initiatives Featuring contributions from leading authors in the field this text provides an overview of organizational change management with a focus on leadership management and strategies for change Looking at cases from Europe and North America Managing Organizational Change in Public Services offers both a global as well as a cross sector

analysis of this complex and challenging process Different sectors that are examined include Transport Health Education This book offers an excellent introduction to change management and how it works within the public service organizations internationally It will be vital reading for all those engaged with the study or practice of this dynamic subject *Strategic Change Management in Public Sector Organisations* David Baker,2007-02-28 This book covers all the major aspects of change management for those working in public sector and not for profit organisations It summarises key theories and approaches to change management and includes detailed worked descriptions of key techniques used in change management processes and programmes with extensive reference to case studies drawn from a range of public sector not for profit organisations and other environments Written by a highly knowledgeable and well respected practitioner in the field Draws on the author s wide ranging practical experience of major organizational development and change management in a wide range of situation Applies as well as describes theory Provides practical and realistic solutions to real world problems **Building a Competitive Public Sector with Knowledge Management Strategy** Yousif Al-Bastaki,Amani Shajera,2014 **Employee Training and Development in the Public Service** Kenneth T. Byers,1970 Compilation of writings on in plant training for civil servants in the USA covers theoretical aspects methodology the learning process teaching methods the use of audiovisual aids management development training course evaluation the changing role of the training officer etc Bibliography pp 359 to 366 flow charts and references

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