

Organizational Change in the Human Services



Rebecca Ann Proehl

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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

Effectively Managing Human Service Organizations Ralph Brody, 2005 Now in its Third Edition Effectively Managing Human Service Organizations continues to provide invaluable advice for achieving managerial success Ralph Brody dissects and diagnoses common workplace dilemmas arming practicing managers with the skills to implement positive changes in their organizations While retaining much of the valuable information from the previous editions the Third Edition adds up to date information and ideas to chapters on developing leadership planning strategically solving organizational problems addressing challenging employee situations monitoring financial statements improving internal and external communications and obtaining funding from private foundations Easy to read the book contains hundreds of real life examples and specific guidance in developing skills necessary to manage large and small organizations

Handbook of Research on Emerging Pedagogies for the Future of Education: Trauma-Informed, Care, and Pandemic Pedagogy Bozkurt, Aras, 2021-06-04 The COVID 19 pandemic caused educational institutions to close for the safety of students and staff and to aid in prevention measures around the world to slow the spread of the outbreak Closures of schools and the interruption of education affected billions of enrolled

students of all ages leading to nearly the entire student population to be impacted by these measures. Consequently, this changed the educational landscape. Emergency remote education (ERE) was put into practice to ensure the continuity of education and caused the need to reinterpret pedagogical approaches. The crisis revealed flaws within our education systems and exemplified how unprepared schools were for the educational crisis both in K-12 and higher education contexts. These shortcomings require further research on education and emerging pedagogies for the future. *The Handbook of Research on Emerging Pedagogies for the Future of Education: Trauma-Informed Care and Pandemic Pedagogy* evaluates the interruption of education, reports best practices, identifies the strengths and weaknesses of educational systems, and provides a base for emerging pedagogies. The book provides an overview of education in the new normal by distilling lessons learned and extracting the knowledge and experience gained through the COVID-19 global crisis to better envision the emerging pedagogies for the future of education. The chapters cover various subjects that include mathematics, English, science, and medical education and span all schooling levels from preschool to higher education. The target audience of this book will be composed of professionals, researchers, instructional designers, decision makers, institutions, and most importantly, main actors from the educational landscape interested in interpreting the emerging pedagogies and future of education due to the pandemic.

Effectively Managing and Leading Human Service Organizations Ralph Brody, Murali Nair, 2013-11-21. Now in its Fourth Edition, *Effectively Managing and Leading Human Service Organizations* continues to provide invaluable creative ideas for achieving managerial success. Authors Ralph Brody and Murali Nair dissect and diagnose common workplace dilemmas, offering current and future managers the skills to implement positive changes in organizations large and small. Easy to read, this book connects a conceptual framework and essential managerial practices with hundreds of real-life examples and case studies of applied managerial skills in organizational settings.

Designing and Managing Programs: An Effectiveness-Based Approach Peter M. Kettner, Robert M. Moroney, Lawrence L. Martin, 2012-03. *Designing and Managing Programs: An Effectiveness-Based Approach* Fourth Edition is an updated version of THE classic book on program planning, design, and implementation. This new edition is written in a deliberate manner designed to help students logically follow the program planning process. Students will learn to track one phase to the next, resulting in a solid understanding of the issues of internal consistency and planning integrity. The book's format guides students from problem analysis through evaluation, enabling them to apply these concepts to their own program plans.

Family Therapy with Ethnic Minorities Man Keung Ho, Janice M. Rasheed, Mikal N. Rasheed, 2004. The classic and critically acclaimed book *Family Therapy with Ethnic Minorities* Second Edition has now been updated and revised to reflect the various demographic changes that have occurred in the lives of ethnic minority families and the implications of these changes for clinical practice. *Family Therapy with Ethnic Minorities* provides advanced students and practitioners with the most up-to-date examination yet of the theory, models, and techniques relevant to ethnic minority family functioning and therapy. After an introductory

discussion of principles to be considered in practice with ethnic minorities the authors apply these principles to working with specific ethnic minority groups namely African Americans Latinos Asian Pacific Americans and First Nations People Distinctive cultural values of each ethnic group are explored as well as specific guidelines and suggestions on culturally significant family therapy strategies and skills Key Features The revised text reflects advances in family therapy scholarship since the first edition thus ensuring for readers an up to date treatment of the topic Accents and extends current critical constructionist theories and techniques and applies them within a culturally specific perspective Pays special attention to the issues of historical trauma referred to as soul wound especially in work with First Nations Peoples and African American families span

Social Work Supervision Ming-sum Tsui,2004-06-23 Social work supervision has been identified as one of the most important factors in determining the job satisfaction levels of social workers and the quality of service to clients As an indirect but vital factor in the social work process it is surprising that supervision has not received as much attention as other components of social work practice such as social work research or administration A book on social work supervision is desperately needed to bridge the gap between the demands of the field and the absence of literature Social Work Supervision Contexts and Concepts aims to provide readers with basic knowledge of theories research and practice of supervision The book will address the needs of social work supervisors frontline practitioners students and educators The book is ideally suited as a text for graduate courses on social work supervision as it contains a comprehensive literature review of the historical development theories and models and empirical research studies of the subject Equally important this is a book from practice experience in supervision that enhances the competence of supervisory practice It will help social workers supervisors and administrators to realize and revitalize their mission in social work that is to benefit clients Key Features Presents social work supervision as a rational effective and interactive process focusing on the whole person of the social worker Discusses the history the nature and definitions and the theoretical models of social work supervision Explores the major functions of social work supervision administrative educational and supportive Addresses the specific format and structure of supervision sessions

Family Diversity Pauline Irit Erera,2001-09-11 This nonjudgmental inclusive and far reaching text focuses on the diverse patterns of family structure prevalent in our society today Family Diversity presents empirical research on the internal dynamics social environments support factors prevalence of discrimination and common stereotypes that account for the issues surrounding current family relations By examining the history and nature of foster and adoptive single parent lesbian gay step and grandparent family units Pauline Irit Erera is able to challenge both the idealized family prototype and the hegemony of the traditional structure

Group Work Urania Glassman,2008-10-08 A book that supports the human spirit and the humanistic visions of those who champion personal and social change through the social work group The Second Edition of Group Work A Humanistic and Skills Building Approach identifies the humanistic values and democratic norms that guide the group practitioner s interventions The book presents seven stage

themes of group development 29 techniques for group work practice and more than 60 new illustrations from contemporary group work The Second Edition remains centered on the role of the social group work practitioner who employs group work methods to further the personal growth and empowerment of members in community and institutional contexts Features of the Second Edition Offers 29 new descriptions of group work practice techniques which have applicability in clinical support and organizational groups Provides seven stage themes of group development describing member reactions and highlighting worker pitfalls self awareness issues and skills for maximizing member growth within each stage Presents 60 new illustrations of group meetings which demonstrate the practitioner role and conclude with discussion and analysis Includes an updated Chapter 10 which highlights ethical values in mental health substance abuse treatment and health care groups Intended Audience This is an ideal core text for advance undergraduate and graduate courses such as Group Work Foundation Practice Skills of Counseling and Group Dynamics in the fields of social work psychology and counseling

Social Work in Health Care Surjit Singh Dhooper,2012 This book is a comprehensive look at the US healthcare industry from its historical development to its current status It pays particular attention to four domains of health care and the role that social workers play in these roles in the present day and in the future *Designing and Managing Programs* Peter M. Kettner,Robert M. Moroney,Lawrence L. Martin,2008 Designing and Managing Programs An Effectiveness Based Approach Third Edition is an updated version of THE classic book on program management and design This new edition is written in a deliberate manner that has students following the program planning process in a logical manner Students will learn to track one phase to the next resulting in a solid understanding of the issues of internal consistency and planning integrity The book s format guides students from problem analysis through evaluation enabling students to apply these concepts to their own program plans *Improving Substance Abuse Treatment* Michele J. Eliason,2007-05-18 This book is an attempt to bridge the gap between research on substance abuse treatment programs and what actually goes on in the field of substance abuse treatment It is aimed at both the academic and practitioner market as is Perkinson and it clearly describes how to determine what evidence based practice is and it addresses some of the challenges that practioners and agency directors might face in implementing EBP The book is well written and highly practical It contains two complete case studies that outline two examples of Evidence based practice which will be particularly useful in the course market **American Book Publishing Record** ,2003 *Current Catalog* National Library of Medicine (U.S.), First multi year cumulation covers six years 1965 70

Occupational Therapy in Community and Population Health Practice Marjorie E Scaffa,S. Maggie Reitz,2020-01-28 Be prepared for the growing opportunities in community and population health practice with the 3rd Edition of this groundbreaking resource The New Edition reflects the convergence of community and population health practice with expanded content on health promotion well being and wellness Drs Scaffa and Reitz present the theories underpinning occupational therapy practice in community and population health Then the authors provide practical guidance

in program needs assessment program development and program evaluation Both new practitioners and students will find practice applicable coverage including expanded case examples specific strategies for working in the community and guidance on securing funding for community and population health programs *Forthcoming Books* Rose Army,2001-06

Organizational Change for the Human Services Thomas Packard,2021-05-25 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 **National Library of Medicine Current Catalog** National Library of Medicine (U.S.),1986 **Resources in Education** ,1995

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