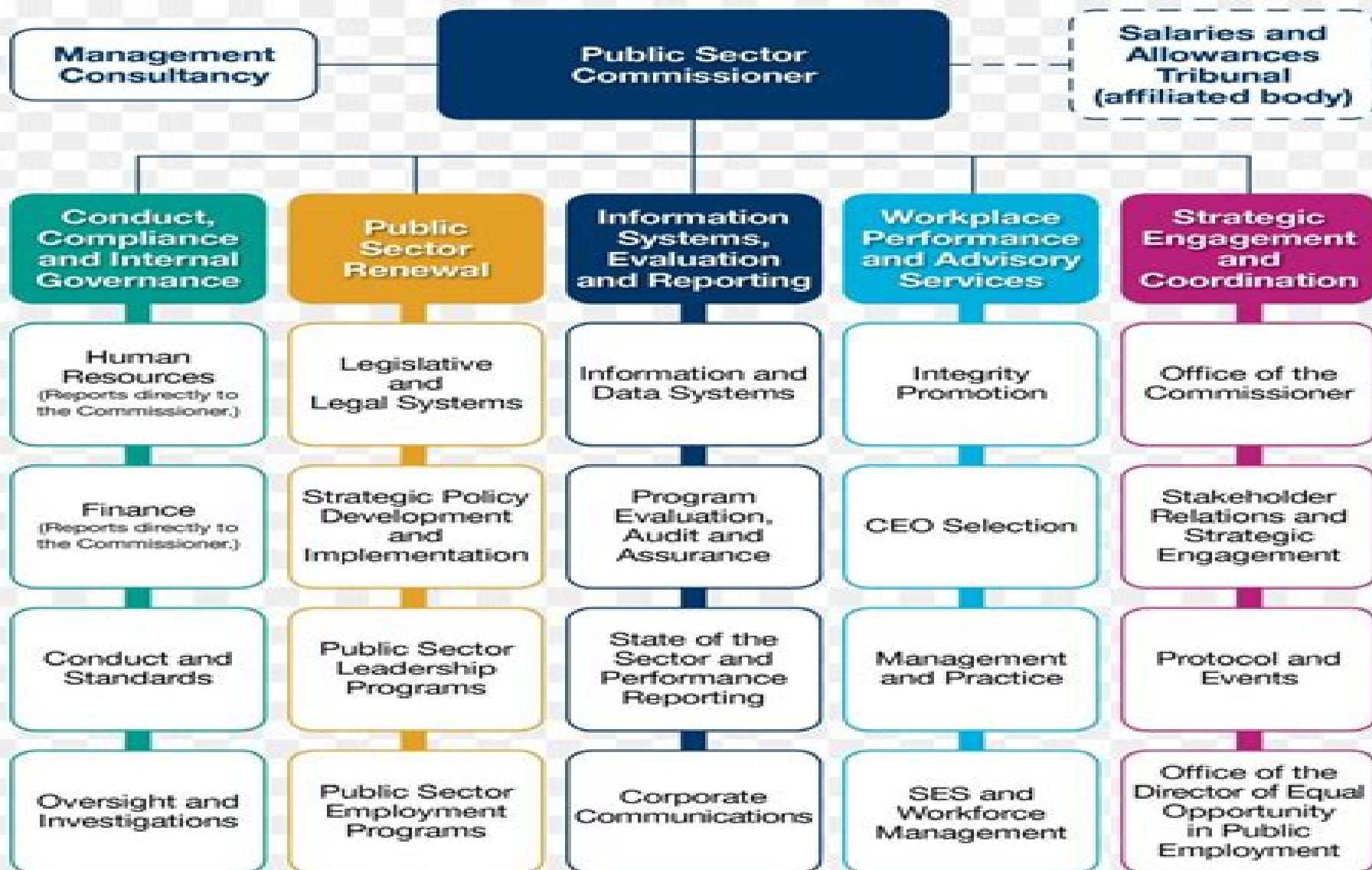


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Organizational Development In The Public Sector

**Maurizio Decastri,Stefano
Battini,Filomena Buonocore,Francesca
Gagliarducci**



Organizational Development In The Public Sector:

Organizational Development In The Public Sector David Carnevale, 2002-08-21 As a stand alone treatment of Organizational Development OD this is an excellent supplement to traditional textbooks in the field and is a good addition to readings in organizational behavior and principles of management Carnevale provides the essentials of OD and more through his strong handling of the field s underlying values and assumptions Organizational Development in the Public Sector covers many of the standard OD topics like action research group dynamics and coverage of OD as a field of study There is considerable treatment of change resistance to change and defensive conduct concerning transformation in organizations Carnevale also explores conflict resolution leadership issues systems theory public private differences process consultation a brief history of modern management reform group dynamics trust hierarchy and labor relations *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Metropolitan Atlanta Rapid Transit Authority MARTA and provides perspective on how administrators can move away from outdated bureaucratic models The work focuses on public agency dynamics using MARTA as an example The authors begin by studying emerging practices for high performance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 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 *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 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 Workbook** Kathleen M.

Immordino, 2017-08-25 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

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Christopher Meyer,1981 *Organization Development in Public Administration* Golembiewski,1978-02-01 **Practicing**

Organization Development William J. Rothwell,Jacqueline M. Stavros,Roland L. Sullivan,Arielle Sullivan,2009-10-09

Completely revised this new edition of the classic book offers contributions from experts in the field Warner Burke David Campbell Chris Worley David Jamieson Kim Cameron Michael Beer Edgar Schein Gibb Dyer and Margaret Wheatley and provides a road map through each episode of change facilitation This updated edition features new chapters on positive change leadership transformation sustainability and globalization In addition it includes exhibits activities instruments and case studies supplemental materials on accompanying Website This resource is written for OD practitioners consultants and scholars **Organization Development** Robert Golembiewski,2017-07-05 Organization Development provides a forum for

the ideas and experiences of a researcher and consultant concerned with change in organizations It shows how choice and change can be guided in a world now characterized by what the author terms permanent temporariness The book is at heart an approach to increasing the amount of responsible freedom at work In this respect the volume responds to an avalanche of social criticism that has been directed at bureaucracy organizational America and the organizational ethic The field at organization development is informed by such criticisms but transcends it via technology and values that drive change and choice alike **Ironies In Organizational Development** Robert T. Golembiewski,2019-02-13 Offering effective tools and

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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 *Organizational Change and Development in Human Service Organizations* David Bargal,Hillel Schmid,2012-11-12 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 Handbook of Organization Management W. B. Eddy,1983-08-25 First published in 1983 Routledge is an imprint of Taylor Francis an informa company **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

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Public Administration in Theory and Practice Raymond W Cox III, Susan Buck, Betty Morgan, 2015-07-22 Hailed for its timelessness and timeliness Public Administration in Theory and Practice examines public administration from a normative perspective and provides students with an understanding of the practice of public administration Combining historical contextual and theoretical perspectives this text give students a truly comprehensive overview of the discipline and focuses on the practical implications of public administration theory Features Normative perspective focuses on the practice of public administration and helps students understand what public administrators do Historical contextual and theoretical perspectives provide comprehensive coverage of the subject matter A thematic overview reinforces the multiple conceptual frameworks or lens through which we see public administration Students will learn to think through to practical and realistic solutions that acknowledge an historic precedence and theory Emphasis on performance measures and assessments

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