

Public Administration and Public Policy

Handbook of Organizational Consultation

Second Edition, Revised and Expanded

edited by
Robert T. Golembiewski

Handbook Of Organizational Consultation Second Editon Public Administration And Public Policy

Stephen P. Osborne, Kerry Brown



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Organizational Development in Public Administration Maurizio Decastri, Stefano Battini, Filomena Buonocore, Francesca Gagliarducci, 2021-09-10 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

Handbook of Public Policy Implementation Fritz Sager, Céline Mavrot, Lael R. Keiser, 2024-07-05 In this comprehensive Handbook international experts examine theoretical and empirical research to analyse a core element of the public policy process implementation Traversing numerous sub disciplines and traditions including top down and bottom up approaches to public policy implementation research the chapters present a synthesis of the state of scholarship and stimulate future thinking in the field

Organization Development in Public Administration Robert T. Golembiewski, 1978

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Managing Change and Innovation in Public Service Organizations Stephen P. Osborne, Kerry Brown, 2005 This book the first in the Routledge Masters in Public Management series examines and explains change and innovation in the public sector to provide readers with the skills needed to manage the changes taking place

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 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

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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

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