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Handbook of Organizational Consultation

Second Edition, Revised and Expanded

Robert T. Golembiewski

Handbook Of Organizational Consultation Second Editon Public Administration And Public Policy

Emilie Sanchez

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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 championsCommunicate effectively to internal and external constituentsEngage employees in the processThe 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 **Gale Researcher Guide for:** Organizational Theory and Public Administration Tracey Pemberton Elmore, 2018-08-30 Gale Researcher Guide for Organizational Theory and Public Administration is selected from Gale's academic platform Gale Researcher These study guides provide peer reviewed articles that allow students early success in finding scholarly materials and to gain the confidence and vocabulary needed to pursue deeper research Organizational Assessment and Improvement in the Public Sector Kathleen M. Immordino, 2017-09-25 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

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