

Organizational change in the human services

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Abstrak

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ABSTRACT

Annotation. Organizational Change: The Human Services Challenge 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.