

People Skills for Public Managers



Suzanne McCorkle and Stephanie L. Witt

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Clemens Wendtner



People Skills For Public Managers:

People Skills for Public Managers Suzanne Mccorkle, Stephanie Witt, 2014-12-18 This book fills the need for a communication based public sector framed book The authors combine just enough basic theory about communication with specific skill development in areas of immediate interest to those who work in the public sector It also features a strong practice orientation with plentiful boxed applications Insights from the Field Skill Development boxes Case Studies It concludes with an especially useful summary chapter that describes the ten essential skills for successful communication

Managing Human Behavior in Public and Nonprofit Organizations Robert B. Denhardt, Janet V. Denhardt, Maria P. Aristigueta, 2012-04-10 The only text in management and organizational behavior to focus on public organizations nonprofit organizations and school systems *Managing Human Behavior in Public and Nonprofit Organizations* fosters competency in critical management and leadership skills including communication motivation teamwork group dynamics and decision making Cases self assessment exercises simulations and evaluative instruments provide students the opportunity to experience the applied side of theories and to learn both cognitively and experientially The Third Edition covers recent developments in the field including the emergence of positive organizational behavior Human Centered Management in Executive Education Maria-Teresa Lepeley, Ernst von Kimakowitz, Roland Bardy, 2017-03-23 Human Centered Management in Executive Education provides a comprehensive insight on innovation in Executive Education with a unique global scope The book integrates studies and experiences of 32 distinguished scholars from 15 countries who are working in the development of theories and practices to advance the human centered management paradigm sustainability based quality standards and continuous improvement in education The discussion presents a well balanced outlook that combines and contrasts research and programs from 16 developed and 16 developing countries and the visions of 10 female and 22 male authors from North America South America Europe Asia the Middle East and Africa **Handbook of Public Administration** James L. Perry, Robert K. Christensen, 2015-03-02 The fundamentals of public administration from the world s leading practitioners *Handbook of Public Administration* is the classic comprehensive guide to the field featuring original writings from the world s foremost public administration thought leaders and practitioners Intended to help both public administration students and practitioners navigate administrative challenges overcome obstacles and improve effectiveness this guide provides a complete overview of the entire field The information is organized into seven parts representing key domains of knowledge and practice that are essential for effective public administration These reflect changes in the state of modern public administration the factors that influence policies and programs the mechanics of how government works and the tools that help administrators get things done Readers will find insightful discussions on the challenges of contemporary governance and the ethics of public administration as well as practical guidance on the everyday operations that bring effective policies and programs to life Students and experienced practitioners alike will appreciate the well rounded approach to issues public

administrators face every day The book is complete enough to act as a text but organized logically for quick reference for specific problems or situations Readers will Understand the challenges posed by the changing context of public administration Explore how relationships and decisions influence public policies and programs Learn the critical skills and tools public administrators must master to be effective Explore the ethics and liabilities of public administration and what it means to take part The role of public administration is evolving and the changing nature of the field will impact the way policies and programs are designed and implemented This book fully explores current and upcoming changes domestically and internationally against the backdrop of public administration fundamentals For the student or professional seeking a deeper understanding of the public administrator s role Handbook of Public Administration is a clear comprehensive resource

OECD Public Governance Reviews Dominican Republic: Human Resource Management for Innovation in Government OECD,2015-04-09 This review represents a new policy approach for public sector reviews linking the traditional thematic public employment and strategic human resource management HRM framework to public sector innovation and service delivery challenges in the Dominican Republic

Strategic Collaboration in Public and Nonprofit Administration Dorothy Norris-Tirrell,Joy A. Clay,2017-09-25 Market disruptions climate change and health pandemics lead the growing list of challenges faced by today s leaders These issues along with countless others that do not make the daily news require novel thinking and collaborative action to find workable solutions However many administrators stumble into collaboration without a strategic orientation Using a practitioner oriented style Strategic Collaboration in Public and Nonprofit Administration A Practice Based Approach to Solving Shared Problems provides guidance on how to collaborate more effectively with less frustration and better results The authors articulate an approach that takes advantage of windows of opportunity for real problem solving brings multi disciplinary participants to the table to engage more systematically in planning analysis decision making and implementation breaks down barriers to change and ultimately lays the foundation for new thinking and acting They incorporate knowledge gained from organization and collaboration management research and personal experience to create a fresh approach to collaboration practice that highlights Collaboration Lifecycle Model Metric for determining why and when to collaborate Set of principles that distinguish Strategic Collaboration Practice Overall Framework of Strategic Collaboration Linking collaboration theory to effective practice this book offers essential advice that fosters shared understanding creative answers and transformation results through strategic collaborative action With an emphasis on application it uses scenarios real world cases tables figures tools and checklists to highlight key points The appendix includes supplemental resources such as collaboration operating guidelines a meeting checklist and a collaboration literature review to help public and nonprofit managers successfully convene administer and lead collaboration The book presents a framework for engaging in collaboration in a way that stretches current thinking and advances public service practice

Developing Transportation Agency Leaders Thomas R. Warne,National Cooperative

Highway Research Program, 2005 TRB's National Cooperative Highway Research Program NCHRP Synthesis 349 Developing Transportation Agency Leaders examines practices and innovative approaches that address the development of transportation leadership in today's work environment. The report covers demographics, recruitment and retention, leadership training, and succession management.

Human Resource Management in Public Service Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2012-03-28 Effective human resource management is a critical function in today's public workplace, and this book provides students and practitioners with the tools to succeed in public sector management.

Public Administration Evolving SPECIAL SALE Mary E. Guy, Marilyn M. Rubin, 2015-03-02 Public Administration Evolving: From Foundations to the Future demonstrates how the theory and practice of public administration has evolved since the early decades of the twentieth century. Each chapter approaches the field from a unique perspective and describes the seminal events that have been influential in shaping its evolution. This book presents major trends in theory and practice in the field, provides an overview of its intellectual development, and demonstrates how it has professionalized. The range from modernism to metamodernism is reflected from the perspective of accomplished scholars in the field, each of whom captures the history, environment, and development of a particular dimension of public administration. Taken together, the chapters leave us with an understanding of where we are today and a grounding for forecasting the future.

Technology and Public Management Alan R. Shark, 2022-12-30 Students of public administration, public policy, and nonprofit management require a strong foundation in how government and NGOs are connected with information technology. Whether simplifying internal operations, delivering public-facing services, governing public utilities, or conducting elections, public administrators must understand these technological tools and systems to ensure they remain effective, efficient, and equitable. This innovative textbook is designed for students of public affairs at every level who need to know and understand how technology can be applied in today's public management workplace. The book explores the latest trends in technology, providing real-life examples about the need for policies and procedures to safeguard technology infrastructure while providing greater openness, participation, and transparency.

In *Technology and Public Management*, Second Edition, author Alan Shark informs, engages, and directs students to consider best practices with new material on emerging technology, data management, and analytics, artificial intelligence, and cybersecurity. This thoroughly updated second edition explores a broad range of technologies on which government, nonprofit partners, and citizens depend upon to deliver important infrastructure, including security, education, public health, and personal healthcare, transit, and transportation, culture, and commerce. Growing mistrust in government and the role technology can play in ameliorating it. Emerging and adapted technologies to help government achieve ambitious goals, including drawing carbon out of the atmosphere, empowering students everywhere to learn effectively at home or at school, improving healthcare, providing affordable housing, enabling agriculture to keep pace with population growth, and improving scores of other public services. The critical insights and management skills needed to

argue for investments in information technology as necessary priorities for our public organizations to improve public services and resources This reader friendly and jargon free textbook is required for students enrolled in public administration and nonprofit management programs as well as for practicing public administrators looking for a better understanding of how technology may be successfully and responsibly used in public organizations It is equally valuable as a text for MBA studies social work education public health and other degree programs that produce graduates who will work with and within those organizations that deliver public services

Public Value and Public Administration John M.

Bryson, Barbara C. Crosby, Laura Bloomberg, 2015-08-18 Governments and nonprofits exist to create public value Yet what does that mean in theory and practice This new volume brings together key experts in the field to offer unique wide ranging answers From the United States Europe and Australia the contributors focus on the creation meaning measurement and assessment of public value in a world where government nonprofit organizations business and citizens all have roles in the public sphere In so doing they demonstrate the intimate link between ideas of public value and public values and the ways scholars theorize and measure them They also add to ongoing debates over what public value might mean the nature of the most important public values and how we can practically apply these values The collection concludes with an extensive research and practice agenda conceived to further the field and mainstream its ideas Aimed at scholars students and stakeholders ranging from business and government to nonprofits and activist groups Public Value and Public Administration is an essential blueprint for those interested in creating public value to advance the common good

Public Management and Governance Tony Bovaird, Elke Loeffler, 2015-09-25 Public Management and Governance examines the factors which make government critically important and the barriers which often stop it being effective It questions what it means to have effective policies efficient management and good quality public services and it explores how the process of governing could be improved Key themes include the challenges and pressures facing governments around the world the changing role of the public sector in a mixed economy of provision governance issues such as ethics equalities transparency and citizen engagement This revised and updated third edition includes eight new chapters which provide in depth coverage of key new aspects of public management and governance It also features a wide selection of international case studies and illuminating examples of how public policy management and governance can be improved and what happens when they fail Each chapter is supplemented with discussion questions group and individual exercises case studies and recommendations on further reading Public Management and Governance is one of the leading student textbooks in its field featuring contributions from top international authors and covering a wide range of key topics in depth It is an essential resource for all students on undergraduate and postgraduate courses in public management public administration government and public policy

Human Resource Management in the Public Sector Ronald J. Burke, Andrew Noblet, Cary L. Cooper, 2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource

management provided by both well established experts and up and coming scholars who are becoming leaders in the field A valuable resource for courses on the topic and an important reference for scholars and those seeking to maintain expert knowledge about it Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike It will also be valuable for HR specialists and managers of HR units in the public sector

New Directions in Public Administration Norman Beckman,1975-01-01 **Citizen, Customer, Partner** John Clayton Thomas,2014-12-18 For almost a half a century scholars and practitioners have debated what the connections should be between public administration and the public Does the public serve principally as citizen owners those to whom administrators are responsible Are members of the public more appropriately viewed as the customers of government Or in an increasingly networked world do they serve more as the partners of public administrators in the production of public services This book starts from the premise that the public comes to government not principally in one role but in all three roles as citizens and customers and partners The purpose of the book is to address the dual challenge that reality implies 1 to help public administrators and other public officials to understand the complex nature of the public they face and 2 to provide recommendations for how public administrators can most effectively interact with the public in the different roles Using this comprehensive perspective Citizen Customer Partner helps students practitioners and scholars understand when and how the public should be integrated into the practice of public administration Most chapters in Citizen Customer Partner include multiple boxed cases that illustrate the chapter s content with real world examples The book concludes with an extremely useful Appendix that collects and summarizes the 40 Design Principles specific advice for public organizations on working with the public as customers partners and citizens

[The Politics of Collaborative Public Management](#) Robert Agranoff,Aleksey Kolpakov,2023-06-30 Although one often thinks of collaborative management and related group problem solving as different interests coming together in peaceful harmony nothing could be further from reality Collaboration in real world action requires steering and negotiation in virtually every situation with a considerable process that precedes agreement This progression is in effect a mini political and managerial process we have come to know

as collaborative politics and its management This volume explores the process and operations of collaboration and collaborative politics from routine transactions or small p politics to the significant issue forces or big P politics Collaboration is defined here as the process of facilitating and operating in multiorganizational arrangements for addressing problems and producing solutions through the contributions of several organizations and individuals Throughout the book readers are gradually exposed to analysis of key findings in collaborative politics from the long research tradition in policy and political science This book adapts a series of stories to highlight some of the dynamics of collaborative politics from a range of jurisdictions It further analyzes the efficacy of storytelling as a learning tool and contributor to practice in different contexts With collaborative politics often associated with negotiations among administrative actors authors Drs Robert Agranoff and Aleksey Kolpakov demonstrate how interorganizational interagency collaboration operates and is managed as well as how it has been modified or adjusted in its fundamental core concepts of bureaucratic organization and hierarchy The Politics of Collaborative Public Management is designed as a core text for undergraduate and graduate classes on collaborative management and governance

Encyclopedia of Public Administration and Public Policy - 5 Volume Set Domonic A. Bearfield, Evan Berman, Melvin J. Dubnick, 2020-08-14 Now in its third edition Encyclopedia of Public Administration and Public Policy remains the definitive source for article length presentations spanning the fields of public administration and public policy It includes entries for Budgeting Bureaucracy Conflict resolution Countries and regions Court administration Gender issues Health care Human resource management Law Local government Methods Organization Performance Policy areas Policy making process Procurement State government Theories This revamped five volume edition is a reconceptualization of the first edition by Jack Rabin It incorporates over 225 new entries and over 100 revisions including a range of contributions and updates from the renowned academic and practitioner leaders of today as well as the next generation of top scholars The entries address topics in clear and coherent language and include references to additional sources for further study

Public Health Informatics and Information Systems Patrick W. O'Carroll, William A. Yasnoff, M. Elizabeth Ward, Laura H. Ripp, Ernest L. Martin, 2006-05-07 Let us not go over the old ground let us rather prepare for what is to come Marcus Tullius Cicero Improvements in the health status of communities depend on effective public health and healthcare infrastructures These infrastructures are increasingly electronic and tied to the Internet Incorporating emerging technologies into the service of the community has become a required task for every public health leader The revolution in information technology challenges every sector of the health enterprise Individuals care providers and public health agencies can all benefit as we reshape public health through the adoption of new information systems use of electronic methods for disease surveillance and reformation of outmoded processes However realizing the benefits will be neither easy nor inexpensive Technological innovation brings the promise of new ways of improving health Individuals have become more involved in knowing about and managing and improving their own health through Internet access Similarly healthcare p

viders are transforming the ways in which they assess treat and document tinent care through their use of new technologies For example point of care and palm type devices will soon be capable of uniquely identifying patients s porting patient care and documenting treatment simply and efficiently Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand,2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field Retrofitting Collaboration into the New Public Management Elizabeth Eppel,Rosemary O'Leary,2021-10-07 This Element is about the challenges of working collaboratively in and with governments in countries with a strong New Public Management NPM influence As the evidence from New Zealand analyzed in this study demonstrates collaboration working across organization boundaries and with the public was not inherently a part of the NPM and was often discouraged or ignored When the need for collaborative public management approaches became obvious efforts centered around retrofitting collaboration into the NPM with mixed results This Element analyzes the impediments and catalysts to collaboration in strong NPM governments and concludes that significant modification of the standard NPM operational model is needed including Alternative institutions for funding design delivery monitoring and accountability New performance indicators Incentives and rewards for collaboration Training public servants in collaboration Collaboration champions guardians complexity translators and stewards and paradoxically NPM governance processes designed to make collaborative

decisions stick

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