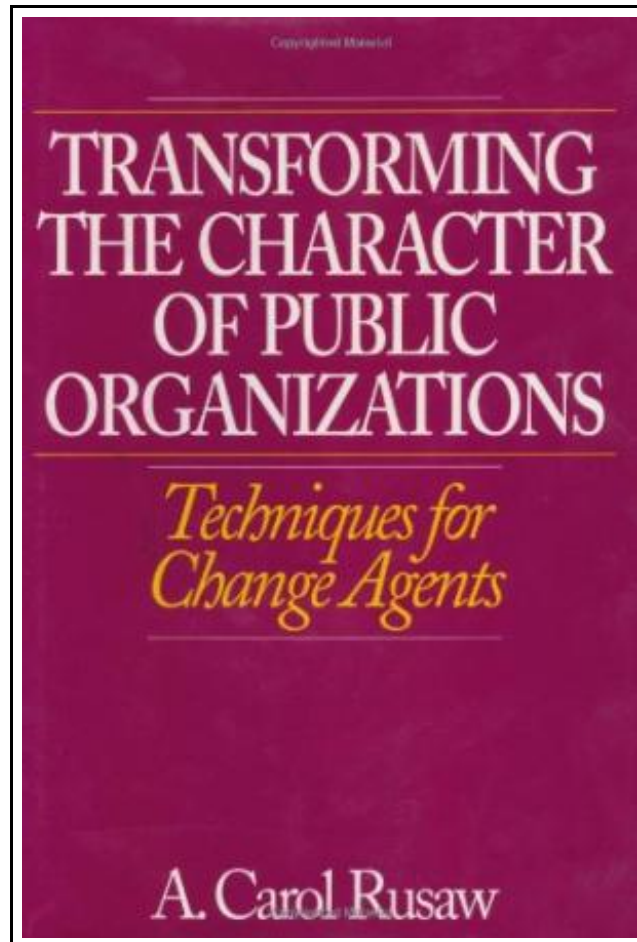


Transforming the Character of Public Organizations: Techniques for Change Agents



Filesize: 7.18 MB

Reviews

Excellent eBook and beneficial one. It is amongst the most amazing pdf i actually have study. Your daily life period will likely be convert when you full looking at this pdf.
(Janelle Kub PhD)

TRANSFORMING THE CHARACTER OF PUBLIC ORGANIZATIONS: TECHNIQUES FOR CHANGE AGENTS



Praeger. Hardcover. Book Condition: New. Hardcover. 264 pages. Dimensions: 9.5in. x 6.6in. x 1.0in. From her own experience in various agencies and organizations, Dr. Rusaw knows that to inspire change in any organization and particularly in the public sector, change agents must understand that change is primarily collective, nonrational, and nonlinear. People who seek to create change cannot stand apart from the problems, issues, and concerns raised by their constituents, but must merge themselves into the data-making, analysis, and diagnosis phases of consulting. The agent must, in other words, participate actively in creating change and how the agent must do this, why, and the effects the agent can expect are the subjects of Dr. Rusaw's book. Few books discuss public sector change in the way Dr. Rusaw does here, and none incorporate the phenomenological perspective that she uses. Her book will appeal to practicing public administrators who seek real-life examples presented in conversational language. It will also be important for teachers and students in public administration, specifically in courses in organizational behavior, leadership, organization theory, human relations, and public personnel management. Not only can change agents help public employees serve the purposes set out for them more effectively and efficiently, but by service and other efforts they can also help reverse the downward trend that has characterized the public sector in recent years. Dr. Rusaw maintains that such change is made possible by personal transformation, certainly, but also by interpersonal transformations. By focusing on individual and group needs as keys to organizational change, change agents can facilitate what is most needed: not just localized alterations but widespread, holistic transformations. Her book looks at the role of healing particularly, the inherent skills of listening, empathizing, and encouraging and at the ways in which people can confront and solve problems in negotiated environments. She also sees...



[Read Transforming the Character of Public Organizations: Techniques for Change Agents Online](#)



[Download PDF Transforming the Character of Public Organizations: Techniques for Change Agents](#)

Relevant Kindle Books



The Case of the Hunchback Hairdresser Criss Cross Applesauce

Gallopade International. Paperback. Book Condition: New. Paperback. 54 pages. Dimensions: 7.5in. x 5.0in. x 0.2in. When you purchase the Library Bound mystery you will receive FREE online eBook access! Carole Marsh Mystery Online eBooks are an...

[Download Document »](#)



Molly on the Shore, BFMS 1 Study score

Petrucci Library Press. Paperback. Book Condition: New. Paperback. 26 pages. Dimensions: 9.7in. x 6.9in. x 0.3in. Percy Grainger, like his contemporary Bela Bartok, was intensely interested in folk music and became a member of the English...

[Download Document »](#)



Scala in Depth

Manning Publications. Paperback. Book Condition: New. Paperback. 304 pages. Dimensions: 9.2in. x 7.3in. x 0.8in. Summary Scala in Depth is a unique new book designed to help you integrate Scala effectively into your development process. By...

[Download Document »](#)



The Poems and Prose of Ernest Dowson

Book Jungle. Paperback. Book Condition: New. Paperback. 200 pages. Dimensions: 9.2in. x 7.5in. x 0.5in. The Poems and Prose of Ernest Dowson The Project Gutenberg EBook of The Poems And Prose Of Ernest Dowson by Ernest...

[Download Document »](#)



Silverlight 5 in Action

Manning Publications. Paperback. Book Condition: New. Paperback. 1000 pages. Dimensions: 9.2in. x 7.3in. x 2.0in. Summary A thorough revision of the bestselling Silverlight 4 in Action. This comprehensive guide teaches Silverlight from the ground up, covering...

[Download Document »](#)