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supplement for any introductory course in Public Administration or Ethics in the Public Service.

The Professional Edge - James S. Bowman - 2004
The new context and character of public service--shifting values, entrepreneurship, information technology, multi-sector careers--require enhanced technical, ethical, and leadership skills. This concise and readable work describes what it means to be a consummate professional public servant. Essential reading for both professionals and students, "Achieving Competencies in Public Service: The Professional Edge" sets standards for anyone who conducts the public's business, and links them with performance management, human resource administration, and information technology skills. Filled with original illustrative examples, case studies, and exemplar profiles, the book is an ideal supplement for any introductory course in Public Administration.

Achieving Ethical Competence for Public Service Leadership - Terry L Cooper - 2014-12-18
This book shows students entering the public service as well as professionals in the field how to become ethically competent to provide the leadership needed to advance the public interest. The book doesn't just talk about ethics. The contributors describe how ethical competence should guide organizational conduct. All chapters are original, and written by experts in the PA field for this book.

The Third Edition of this award-winning text helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector. It provides thoroughly updated and enhanced coverage with additional practical tools for managers and student job seekers, more international examples, more examples from hospitals and social services, and new sections on ethics training, motivation, psychological contracts, civil service reform, and workplace violence.
The State of Public Administration - Donald C Menzel - 2015-01-28

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OECD Public Governance Reviews Achieving Public Sector Agility at Times of Fiscal Consolidation - OECD - 2015-06-12

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Public Service Ethics - James S. Bowman - 2018-05-30

Ethics—in all its exemplary and exhausting forms—matters. It deals with the most gripping question in public life: “What is the right thing to do?” Now in a thoroughly revised second edition, Public Service Ethics: Individual and Institutional Responsibilities introduces readers to this personally relevant and professionally challenging field of study. No matter the topic—the necessity of ethics, intriguing human behavior experiments, the role of ethics codes, whistleblowing incidents, corruption exposed, and the grandeur and decay of morality—there is no shortage of controversy. The book enables readers to: appreciate why ethics is essential to leadership; understand and apply moral development theory at the individual and organizational levels of analysis; differentiate between ethical problems and ethical dilemmas, and design creative ways to deal with them; develop abilities to use moral imagination and ethical reasoning—to appraise, argue, and defend an ethical position, and cultivate individual and institutional initiatives to improve ethical climate and infrastructure. Authors James Bowman and Jonathan West capture reader interest by featuring learning objectives, skill-building material, discussion questions, and exercises in each chapter. The authors’ narrative is user-friendly and accessible, highlighting dilemmas and challenging readers to “own” the book by annotating the pages with one’s own ideas and insights, then interacting with others in a live or virtual classroom to stretch one’s thinking about the management of ethics and ethics of management. The ultimate goal is to bolster students’ confidence and prepare them for the ethical problems they will face in the future, equipping them with the conceptual frameworks and context to approach thorny questions and behave ethically.

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Issuing a call to action, PUBLIC ADMINISTRATION: AN ACTION ORIENTATION, Seventh Edition, encourages readers to become active participants in public administration—and equips them with the tools to do it effectively. Robert B. Denhardt, Janet V. Denhardt, and Tara A. Blanc teach readers how to influence the operations of public agencies—helping them learn to get involved and effect positive changes, regardless of whether they are working outside the agency as citizens or within the agency as managers. With a strong emphasis on ethics, the text introduces the theories and scholarly literature of the field while reflecting the latest trends and issues. Practical applications help readers sharpen personal management, communication, delegation, motivation, and decision-making skills. Key topics like nonprofit management, the global dimensions of public administration, and organizational theory are covered thoroughly. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.


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OECD Public Governance Reviews Innovation Skills and Leadership in Brazil's Public Sector Towards a Senior Civil Service System - OECD - 2019-11-07

In Brazil, as in other countries, innovation in the public sector is a core leadership challenge. Reflection is required on who these leaders are, what they should be able to do, and how they should be selected and held accountable to achieve results. This study establishes a new assessment framework for senior civil service (SCS) systems, based on the 2019 OECD Recommendation on Public Service Leadership and Capability.

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The State of Public Administration - Donald C Menzel - 2015-01-28

The trends and practices of public administration are ever changing and it is essential that they be appraised from time to time. Designed as a capstone survey of the field, The State of Public Administration focuses on leading edge issues, challenges, and opportunities that confront PA study and practice in the 21st Century.

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Achieving Competence in Social Work through Field Education - Marion Bogo - 2010-10-09

Field education is considered by social workers to be the most crucial part of their professional preparation, as it allows students to engage with communities, apply theoretical concepts, and develop their skill sets. In Achieving Competence in Social Work through Field Education, Marion Bogo synthesizes current and emerging knowledge on field education with the latest findings in the empirical literature. Bogo, an international leader in social work field education, has published extensively in the field. This new book delves into the rich theoretical and practical knowledge advancements of recent years to synthesize the processes that facilitate hands-on learning. With in-depth frameworks, approaches, and educational principles, as well as an appendix of evaluation tools, Bogo's writing is both insightful and widely applicable. Achieving Competence in Social Work through Field Education is accessible for faculty members, field instructors, and students who are looking to explore the possibilities of field teaching and learning in social work.

Handbook of Human Resource Management in Government - Stephen E. Condrey - 2010-08-02

The practice of public human resource management has evolved significantly in recent years due to increased outsourcing, privatization, and the diminution of public employee rights. This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative, state-of-the-art information for public administrators and human resource professionals. The third edition features contributions from noted experts in the field, including Donald E. Klingner, Mary E. Guy, Jonathan P. West, Jeffrey L. Brudney, Montgomery Van Wart, J. J. Steven Ott, Norma M. Riccucci, and many more. Praise for the Handbook of Human Resource Management in Government "This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars, practitioners, and general readers in need of concise summaries of up-to-date, cutting-edge, public personnel administration research. No other handbook on the market more concisely, more comprehensively, more clearly synthesizes this vast, rapidly changing field that remains so vital to effective government performance."—Richard Stillman, editor-in-chief, Public Administration Review "The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice. The result is a clear road map that can finally make HR a key player in helping thegovernment meet the unprecedented challenges facing our nation, our states, and our communities."—Bob Lavigna, vice president, Research, Partnership for Public Service, Washington, DC "With each successive edition, Condrey's Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field. Condrey's own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive, engaging, and authoritative."—Donald E. Klingner, University of Colorado Distinguished Professor, School of Public Affairs, University of Colorado at Colorado Springs; former president, American Society for Public Administration; and fellow, National Academy of Public Administration "For anyone concerned with HRM in government, this updated edition is an essential resource for scholars, practitioners, and general readers in need of concise summaries of up-to-date, cutting-edge, public personnel administration research. No other handbook on the market more concisely, more comprehensively, more clearly synthesizes this vast, rapidly changing field that remains so vital to effective government performance."—Meredith Newman, president, American Society for Public Administration

Ethics in Public Management - H George Frederickson - 2014-12-18

The first edition of this work, published in 1993, refuted the notion that administrative ethics could not be studied empirically. In this second edition, Frederickson (public administration, University of Kansas) and Ghere (political science, University of Dayton) expand their scope to include both the managerial and individual/moral dimensions of ethical behavior, and add a new section on administrative ethics and globalization. Other sections cover organizational designs that support ethical behavior, market forces that compromise administrative ethics, and unintended outcomes of anticorruption reforms. The book is appropriate for a graduate course in public sector ethics.

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Administrative Ethics and Executive Decisions - Chad B. Newswander - 2017-10-02

As first responders to public problems, administrators must survey situations, identify solutions, and occasionally make executive decisions that are binding upon the government as a whole. The ability for administrators to assert claims that orient the government in a particular direction is not only powerful, but it can also be problematic and even dangerous. For administrators, the tension between moving in a spirited way, and making executive decisions that are binding upon the government as a whole. The ability for administrators to assert claims that orient the government...
Managing Digital Governance - Yu-Che Chen - 2017-07-20
Managing Digital Governance provides public administrators with a comprehensive, integrated framework and specific techniques for making the most of digital innovation to advance public values. The book focuses on the core issues that public administrators face when using information and communication technologies (ICTs) to produce and deliver public service, and to facilitate democratic governance, including efficiency, effectiveness, transparency, and accountability. Offering insight into effectively managing growing complexity and fragmentation in digital technology, this book provides practical management strategies to address external and internal challenges of digital governance. External challenges include digital inclusiveness, open government, and citizen-centric government; internal ones include information and knowledge management, risk management for digital security and privacy, and performance management of information technologies. Unique in its firm grounding in public administration and management literature and its synergistic combination of theory and practice, Managing Digital Governance identifies future trends and ways to develop corresponding capacity while offering enduring lessons and time-tested digital governance management strategies. This book will serve as an invaluable resource for students, scholars, and practitioners in public administration, management, and governance who aspire to become leaders equipped to leverage digital technologies to advance public governance.

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Achieving Competencies For Nursing Practice: A Handbook For Student Nurses - Reading, Sheila - 2014-01-01
This book will offer examples to nursing students to enable a creative and innovative understanding of how the competencies may be demonstrated in the many contexts where practice occurs with individuals, groups or possibly communities.

The Oxford Handbook of Global Policy and Transnational Administration - Diane Stone - 2019-01-10
Global policy making is unfurling in distinctive ways above traditional nation-state policy processes. New practices of transnational administration are emerging inside international organizations but also alongside the trans-governmental networks of regulators and inside global public private partnerships. Mainstream policy and public administration studies have tended to analyse the capacity of public sector hierarchies to globalize national policies. By contrast, this Handbook investigates new public spaces of transnational policy-making, the design and delivery of global public goods and services, and the interdependent roles of transnational operators who move between business bodies, government agencies, international organizations, and professional associations. This Handbook is novel in taking the concepts and theories of public administration and policy studies to get inside the black box of global governance. Transnational administration is a multi-actor and multi-scalar endeavour having manifestations, depending on the policy issue or problems, at the local, urban, sub-regional, sub-national, regional, national, supranational, supra-regional, transnational, international, and global scales. These scales of ‘local’ and ‘global’ are not neatly bounded and nested spaces but are articulated together in complex patterns of policy activity. These transnational patterns represent a reinvigoration of public administration and policy studies as the Handbook authors advance their analysis beyond the methodological nationalism of the nation-state.

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Transforming Government Organizations - Ronald R. Sims - 2016-04-01
In 2010 IAP released Change (Transformation) in Government Organizations, edited by Ronald R. Sims. This well-received volume described how organizational change methods can be used effectively to make government organizations more effective and efficient and better equipped to serve a demanding citizenry. The 2010 book brought together contributions by managers, practitioners, academics, and consultants in the study of international, federal, state, and local government efforts to respond to increased calls for change (transformation) in public sector organizations. Since the release of the 2010 volume, calls for government transformation have continued and intensified, and a number of fresh ideas and examples have been generated from the field. The time is now ripe for a follow-up volume laying out innovative, successful ideas for transforming government. Transforming Government Organizations: Fresh Ideas and Examples from the Field is that follow-up volume. A collaboration of fresh contributions such as those included in this book will add to the growing knowledge base of what does—and what does not—work when transformation efforts are attempted in government organizations. The contributors to this new volume are experts with extensive experience as change agents in government and other organizations. They provide analyses and discussions of specific cases and issues as well as practical tools, ideas, and lessons learned intended to guide those responsible for similar efforts in the years to come.

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Public Personnel Management - Norma M. Riccucci - 2015-07-14
Updated in a new 5th edition, Public Personnel Management, by Norma M. Riccucci, is a concise and accessible reader containing all original articles addressing the most current issues in public personnel management. Written expressly for the text by leading scholars, all of the articles are either new to this edition or substantially revised. Each article focuses on specific-often controversial-issues in public personnel management, such as comparative personnel management, pensions, sexuality, health, succession planning, unions, and the multi-generational workforce.

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Cultural Competency for Public Administrators - Kristen A. Norman-Major - 2014-12-17
With a focus on a broad spectrum of topics—race, ethnicity, gender, disability, and sexual orientation at the federal, tribal, state, and local levels—this book equips readers to better understand the complex, real-world challenges public administrators confront in serving an increasingly diverse society. The book’s main themes include: What is cultural competency and why is it important? Building culturally competent public servants; How do agencies assess their cultural competency in program accreditation, and to educational approaches to deliver essential instruction on this important topic. Practitioners will value the array of examples that reflect many of the common tradeoffs public administrators face when trying to deliver comprehensive programs and services within a context of fiscal realities.

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Strategic Planning for Public and Nonprofit Organizations - John M. Bryson - 2011-07-05
How can leaders use strategic planning to strengthen their public and nonprofit organizations? In this fourth edition of his perennial bestseller Strategic Planning for Public and Nonprofit Organizations, Bryson provides the most updated version of his thoughtful strategic planning model and outlines the reasons public and nonprofit organizations must embrace strategic planning to improve their performance. Introduced in the first edition and refined over the past 18 years, the Strategy Change Cycle—a proven planning process used successfully by a large number of nonprofit and public organizations—is the framework used to guide the reader through the strategic planning process. Bryson offers detailed guidance on implementing the process, and specific tools and techniques to make the process work in any organization. In addition, he clarifies the organizational design through which strategic thought and action will be encouraged and embraced throughout an entire organization. In addition to updated examples, new cases, and additional information on boundaries, distinctive competencies, Actor-Network theory, Bryson will create an instructor’s manual with sample syllabi, PowerPoint teaching slides, and additional cases.

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2015 U.S. Higher Education Faculty Awards, Vol. 2 - Faculty Awards - 2015-12-29
FacultyAwards.org is the first and only university awards program in the United States based on faculty peer evaluation. Faculty Awards was created to recognize outstanding faculty members (as viewed by their Faculty peers) at colleges and universities across the United States. Faculty members voted through the 2014-2015 academic year for their peers at their academic departments and schools within a number of categories. Access to FacultyAwards.org to nominate and vote for Faculty was limited to university professors or faculty members at accredited U.S. institutions of higher education. Faculty members were nominated and voted for by other faculty members in their own academic departments and schools. We strove to maintain an accurate peer-review process. Voting was open to students or the public at large. In addition, faculty members voted for educators only at their own college or university. Winners for the 2014-2015 academic year, in all departments and colleges across the United States, are permanently archived at FacultyAwards.org, as well as recognized in this 2015 print edition of the Faculty Awards Compendium. For the academic year 2014-2015 votes were cast to nominate and vote for Faculty members, and no self-voting was allowed, to assure the integrity of the whole process. This volume of the Faculty Awards Compendium includes Faculty awardees within Business, Education, Health Sciences and Nursing, Law, Medicine, Political & Policy Sciences, and Public Affairs Disciplines for the 2014-2015 academic year. A total of 1216 winning Faculty members in 637 higher education institutions were determined after tallying the votes. We would like to thank all Faculty members who participated in the voting process and to wish all the Faculty awardees continued success in their academic endeavors. We look forward to resuming the voting process for the 2015-2016 academic year awards.

achieving-competencies-in-public-service-the-professional-edge 5/9
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Human Resources Management Issues, Challenges and Trends: “Now and Around the Corner” explores and provides an updated look at some of the challenges, trends and issues HRM professionals will need to focus on now and around the corner. Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they add value and contribute to the organization’s success. While the trends, challenges and issues impacting organizations and HRM professionals will continue to change over the years, the bottom-line of organization success is the clear reality that employees are their best assets and the need for effective HRM. The book is intended to help to better understand the ongoing transformation of HRM given the issues, challenges, and opportunities offered by the contributors to this book. This means the book discusses the ever evolving role of HRM professionals to include discussion of how the profession must continue to become more adaptive, resilient, quick to change direction and customer-centered in its efforts to help meet the human resource needs of contemporary organizations and their employees. The book contributes to the ongoing dialogue and insights offered by HRM experts on what HRM professionals and their organizations can do in the face of such challenges, trends and issues in their efforts to win the talent wars.

Managing Public Services - Implementing Changes - Tony L. Doherty - 2014-01-03
The work of a manager in a service organisation is not the same as the work of a manager in an organisation that manufactures goods. Managing Public Services, Implementing Changes - A Thoughtful Approach 2e, is for students and managers who intend to work in a service organisation whether it is owned publicly or privately. This book concentrates on how managers can change things for the better and explains ‘why’ as well as ‘how’. The
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Current Good Practices and New Developments in Public Sector Service Management - Commonwealth Secretariat - 2002
This is an update to the 1996 portfolio and continues to provide a framework for building and sustaining effective public service organisations, based on current good practice and the wide experience of senior public sector managers throughout the Commonwealth. The second edition contains much of the original material, now updated together with several new sections. The Portfolio update is designed to be used as a companion resource to the Public Service Country Profiles which, together, can be used as a basis for benchmarking to compare activities and best practices across different national settings.

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Government at a Glance Southeast Asia 2019 is the first edition in the Government at a Glance series for the region. It provides the latest available data on public administrations in the 10 ASEAN member countries: Brunei Darussalam, Cambodia, Indonesia, Lao People’s Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam.

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OECD Public Governance Reviews Finland: Working Together to Sustain Success - OECD - 2010-09-09
This review of public governance in Finland finds the traditional Nordic model under pressure from rapid ageing, the economic crisis and societal disillusionment. It makes recommendations for improving public governance in Finland.

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Achieving Education for All through Public-Private Partnerships? - Pauline Rose - 2013-09-13
Concern for achieving Millennium Development Goals (MDGs) by 2015 has led to a focus on the role that non-state providers (NSPs) can offer in extending access and improving quality of basic services. While NSPs can help to fill a gap in provision to those excluded from state provision, recent growth in both for-profit and not-for-profit providers in developing countries has sometimes resulted in fragmentation of service delivery. To address this, attention is increasingly given in the education sector to developing ‘partnerships’ between governments and NSPs. Partnerships are further driven by the expectation that the state has the moral, social, and legal responsibility for overall education service delivery and so should play a role in facilitating and regulating NSPs. Even where the ultimate aim of both non-state providers and the state is to provide education of acceptable quality to all children, this book provides evidence from diverse contexts across Africa, South Asia, and Latin America to highlight the challenges in them partnering to achieve this. This book was published as a special issue of Development in Practice.

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Strategic Leadership in the Public Sector - Paul Joyce - 2016-09-01
In good times and bad, in the different situations of renewal, crisis, and chronic resource constraints, the strategic leadership of public services is crucial. Good leaders are essential in helping the public sector to adapt and solve ‘wicked’ problems, and they are also integral to the reform and modernization of public governance. This new edition of Strategic Leadership in the Public Sector continues to provide insights into useful approaches and techniques for strategic leaders, looking at: what is expected of leaders competency frameworks leadership theories techniques and processes of strategic leadership leading strategic change the strategic state emerging state providers (NSPs) can offer in extending access and improving quality of basic services. While NSPs can help to fill a gap in provision to those excluded from state provision, recent growth in both for-profit and not-for-profit providers in developing countries has sometimes resulted in fragmentation of service delivery. To address this, attention is increasingly given in the education sector to developing ‘partnerships’ between governments and NSPs. Partnerships are further driven by the expectation that the state has the moral, social, and legal responsibility for overall education service delivery and so should play a role in facilitating and regulating NSPs. Even where the ultimate aim of both non-state providers and the state is to provide education of acceptable quality to all children, this book provides evidence from diverse contexts across Africa, South Asia, and Latin America to highlight the challenges in them partnering to achieve this. This book was published as a special issue of Development in Practice.

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Human Resources Management and Ethics - Ronald R. Sims - 2021-01-01

Human Resources Management and Ethics: Responsibilities, Actions, Issues, and Experiences, explores and provides an in-depth look at the responsibilities, actions, issues and experiences related to HRM and ethics for individual employees, organizations and the broader society. Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they contribute to an organization’s ethical orientation and overall performance or success. While the ethical challenges, trends, and issues impacting employees, organizations and HRM professionals will continue to change over the years (consider the recent ethical challenges related to cybersecurity and data breaches) the bottom-line of organization success is the clear reality that doing the right thing or institutionalizing an ethical culture or character is just as important to various stakeholders. The chapters in this book provide an updated, current and future look at the relationship between HRM and ethics and across various sectors or organizations (i.e. public, private, not-for-profit, academic, etc.). That is, this book discusses the ever evolving role of HRM professionals to include discussion of how the profession continues to take on more responsibility for developing and institutionalizing an ethical culture in their organizations, industries and the broader society. The book also contributes to the need for ongoing dialogue, discussion or insights offered by HRM experts on what HRM professionals and their organizations can do in the face of ethical expectations, challenges and scandals. In the end, the book is intended to increase our understanding of the ethical responsibilities, actions, issues and experiences that arise both within HRM and in HRM’s interactions with individuals and organizations.

Fostering Innovation in the Public Sector - OECD - 2017-04-25

Public sector innovation does not happen by itself: problems need to be identified, and ideas translated into projects that can be tested, implemented and shared. This report looks at how governments can create an environment that fosters innovation.

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Collaboration in Government - David E. McNabb - 2021-11-30

This book comprehensively explores the many different forms of collaboration in government, both formal and informal, including strategic alliances, intergovernmental networks, and public-private partnerships. Contemporary US governmental and public organizations are changing to better cope after several decades of pressures to downsize, as well as to deliver new services with declining resources. In many cases, decaying infrastructure. To meet these challenges, public managers are developing new networks, partnerships, collaborations, alliances and coalitions to deliver government services. Collaboration in Government is designed to help public organizations parse the new and emerging forms of public partnerships and to develop the skills needed to manage them. Each chapter offers examples of how each type has been used in real public organizations, providing the reader with an understanding of how these collaborative models may be applied in a variety of contexts, as well as lessons that may be gleaned from the successes (and failures) of these collaborative models. This book will be of interest to public servants who collaborate in their daily work, as well as students of public administration and public policy.

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Public Administration Training in Africa - Peter Fuseini Haruna - 2014-12-19

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Public Sector Leadership for the 21st Century - OECD - 2001-10-05
This is the first report to examine key leadership issues across OECD Member countries, including the strategies and practices governments are adopting, and the lessons from country experiences so far.

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Engaged Leadership - Joan Marques - 2018-05-02
This professional book examines the concept of engaged leadership. Specifically, it focuses on the need for leaders in personal and professional realms, for-profit and non-profit, to understand the importance of engagement in order to achieve enhanced satisfaction and motivation among stakeholders (including employees, shareholders, investors, supporters, customers, suppliers, the community, competitors, family, and partners), and hence, an augmented level of designed thinking, which leads to increased innovation and on-going leadership development. Divided into three sections—engaged leadership development at the personal level, implementation at the organizational level, and manifestation in practice—this book provides professionals, practitioners and policy makers as well as students with the tools and skills to lead actively and conscientiously and help them understand the importance of creativity and compassion for development. Engaged leadership operates on the fundamental principle that leaders have to first and foremost perceive themselves as leaders, and then engage in design thinking, as they will need to develop strategies to reach, encourage, and positively appeal to these stakeholder groups. Leadership is neither limited to those holding formal managerial position, nor to any particular setting. Leaders can be found everywhere, in all layers of society. Leadership is only possible, however, if one dares to perceive and define oneself as a leader. And only when leadership is adopted as a reality within one's personal perception, can engaged leadership be applied. Featuring contributions from academics, scholars, and professionals from around the world, each providing cases, interactive questions and reflective notes, this book will be of interest to professionals, practitioners, policy makers, students and scholars interested in creative

Diversity and Public Administration - Mitchell F. Rice - 2015-03-04
Featuring all original chapters, this book presents a balanced, comprehensive overview of the policies and practices for achieving racial and ethnic diversity in public organizations, with a strong orientation toward improving diversity management in the public sector. The book can be used both as a main text and a supplementary text in classes that focus on diversity, diversity management, public administration and multiculturalism, diversity and public productivity, public service delivery and diverse populations, and public policy and changing demographics. This completely revised and updated edition includes six brand new chapters, expanding the book's coverage to include: Diversity Ideology in the United States; Managing Diversity in Communities, Workplaces, and Society; Managing Diversity; Moving Beyond Organizational Conflict; Institutional Racism, Diversity and Public Administration; Cultural Competency, Public Administration, and Public Service Delivery; Diversity Management and Cultural Competencies.

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