

# Social Work, Critical Reflection and the Learning Organization

Edited by

**NICK GOULD** and **MARK BALDWIN**

# Social Work Critical Reflection And The Learning Organisation

**Sarah Williams, Lynne Rutter**



## **Social Work Critical Reflection And The Learning Organisation:**

Social Work, Critical Reflection and the Learning Organization Dr Mark Baldwin, Dr Nick Gould, 2012-12-28 A critical characteristic of human service organizations is their capacity to learn from experience and to adapt continuously to changing external conditions such as downward pressure on resources constant reconfiguration of the welfare state and rapidly changing patterns of social need This invaluable groundbreaking volume discusses in detail the concept of the learning organization in particular its relevance to social work and social services Contributors join together from across Europe North America and Australia to explore the development of the learning organization within social work contexts and its use as a strategic tool for meeting problems of continuous learning supervision and change The volume addresses a range of important topics from strategies for embedding learning and critical reflection in the social work learning organization to the implications of the learning organization for the new community based health and social care agenda *Social Work, Critical Reflection and the Learning Organization* Mark Baldwin, 2016-04-01 A critical characteristic of human service organizations is their capacity to learn from experience and to adapt continuously to changing external conditions such as downward pressure on resources constant reconfiguration of the welfare state and rapidly changing patterns of social need This invaluable groundbreaking volume discusses in detail the concept of the learning organization in particular its relevance to social work and social services Contributors join together from across Europe North America and Australia to explore the development of the learning organization within social work contexts and its use as a strategic tool for meeting problems of continuous learning supervision and change The volume addresses a range of important topics from strategies for embedding learning and critical reflection in the social work learning organization to the implications of the learning organization for the new community based health and social care agenda Social Work, Critical Reflection and the Learning Organization Mark Baldwin, 2016-04-01 A critical characteristic of human service organizations is their capacity to learn from experience and to adapt continuously to changing external conditions such as downward pressure on resources constant reconfiguration of the welfare state and rapidly changing patterns of social need This invaluable groundbreaking volume discusses in detail the concept of the learning organization in particular its relevance to social work and social services Contributors join together from across Europe North America and Australia to explore the development of the learning organization within social work contexts and its use as a strategic tool for meeting problems of continuous learning supervision and change The volume addresses a range of important topics from strategies for embedding learning and critical reflection in the social work learning organization to the implications of the learning organization for the new community based health and social care agenda **Practicing Critical Reflection in Social Care Organisations** Jan Fook, 2021-09-09 This book explores concrete examples of different strategies and activities aimed at creating and embedding critically reflective learning and working environments within organisations whose prime function is social care Critical reflection has long been

recommended as a general professional skill and is a core component of the practice capabilities in social work in countries across the Western world. However, despite unequivocal support for it in social work education, sustaining critical reflection within organisations as both an individual and collective practice supported by organisational cultures is problematic. With contributions from social work practitioners and educators who have sought to embed critical reflection into broader activities and cultures within their organizations, the book addresses common features of critical reflection and challenges and benefits in specific case studies. This book will inspire and develop new thinking and vision about being critically reflective in organisations and facilitate efforts to improve the learning and working experience in addition to that of service quality and delivery. It will be required reading for all undergraduate and postgraduate social work modules focusing on management, leadership, organizational change and professional education.

***Reflective Practice in Social Work*** Christine Knott, Terry Scragg, 2010-04-16 Reflective practice is a key element of learning and development on social work courses. This fully updated new edition explores a range of approaches to reflective practice and includes sections on gender, reflecting on emotion and using reflection as a catalyst for change, as well as asking the fundamental question: what is reflective practice? Written in three parts, this essential guide starts with a broad exploration of reflection, drawing on some key texts that have informed its development. It then moves on to real practice issues, including the management of social work practice and interprofessional working.

***Management and Organisations in Social Work*** Trish Hafford-Letchfield, 2009-04-17 This fully revised and updated second edition looks at the study of social work management and organisations, focusing on relationships with crucial partners such as central government agencies, local partners and other social care organisations. Through an examination of current research and practice, the author explores the relationships between ideology, professional and personal values and decision making in organisational culture. Included in the text are case studies, activities and further reading lists to aid learning.

***Social Work and Disadvantage*** Peter Burke, Jonathan Parker, 2007 Providing key messages for practice, they outline a range of protection measures against disability by association to reduce the risk of stigma and victimisation.

***Anti-Racist Practice in Social Work*** Kish Bhatti-Sinclair, 2011-02-15 A critical introduction to key debates about race and racism, this new addition to the Reshaping Social Work series examines race as a social construct. It addresses the origins of anti-racist practice and analyses practical issues to provide a blueprint for anti-racist practice within social work.

***Professional Leadership for Social Work Practitioners and Educators*** Anna Fairtlough, 2016-11-03 Professional leadership is increasingly recognised as being vital to enhancing social work's reputation and effectiveness. Although professional leadership is one of the nine domains of the professional capability framework in England, sometimes leadership is assumed to be the prerogative of managers rather than the responsibility of all professional social workers. The participation of social workers and social work educators in shaping professional cultures within organisations through practice innovation, practitioner research and workforce development is thus crucial. Drawing on theories that challenge

hierarchical concepts of leadership this book will enable experienced social work practitioners and educators to develop their professional leadership to more expert levels Throughout the book there are case examples illustrating examples of advanced professional leadership in action research highlights and exercises utilising self reflection action planning creative writing and imagery to provide practical support to the reader

**Doing Relationship-Based Social Work** Mary McColgan, Cheryl McMullin, 2017-03-21 Highly practical and research informed this book describes a new model for implementing relationship based principles in social work practice

*Critical Social Work* June Allan, Linda Briskman, 2020-07-16 Another important contribution to the growing literature on critical social work It is on the cutting edge of thinking about social work and its goal of social change Kate van Heugten Social Work Review Critical Social Work starts from the premise that a central goal of social work practice is social change to redress social inequality Taking a critical theoretical approach the authors explore the links between personal and social change They confront the challenges for critical social work in the context of pressures to separate the personal from the political and in responding to the impact of changes in the socio political statutory and global contexts of practice Critical Social Work has been thoroughly revised to take into account recent social economic and political developments Coverage of theoretical frameworks has been substantially expanded and reflects current concerns such as evidence based practice and human rights The causes of people s marginalisation and oppression are examined in relation to class race ethnicity gender and other forms of social inequality Case study chapters in the earlier edition on working with immigrants Indigenous people women men families people with psychiatric disabilities and those experiencing loss and grief have been updated and revised The second edition includes new case study chapters on disability older people children rurality and violence and abuse Critical Social Work is an essential resource to inform progressive social work practice

**Organisations and Management in Social Work** Mark Hughes, Michael Wearing, 2016-10-29 Providing a comprehensive and critical examination of the complex issues involved in the management and organisational contexts of social work practice this book will help readers to Critically evaluate organisational theory managerial techniques and organisational structures Develop strategies for ethical and reflective organisational practice Understand how to plan and manage change in learning organisations Unpick important themes such as leadership supervision risk decision making and accountability Explore the potential for increasing service user and worker participation in organisations

**The Practice Educator's Handbook** Sarah Williams, Lynne Rutter, 2015-09-26 This book is for busy social workers involved in supporting enabling and assessing learners in the workplace It has been written specifically to support those undertaking practice educator awards that meet the staged requirements of the Practice Educator Professional Standards CSW 2012 and will provide invaluable guidance and support to social workers who are new to a practice education role It will also be of interest to more experienced practice educators seeking support to reflect critically on their practice and further develop their professional capability Challenging you to take a critical evidence informed approach to your thinking and your practice this

easy to read book has been updated to include new developments in social work education with new chapters on building resilience within social work practice and working with marginal and failing learners All other chapters and reading lists have also been updated and activities revised to enhance learning

**Learning Over Time: How Professionals Learn, Know and Use Knowledge** Nona Lyons, Carmel Halton, 2017-09-20 This book takes up a provocative question What do

people learn and know from engaging in studies or from an experience of change and transition Learning of professionals sometimes questioned is surprisingly seldom seriously researched Drawing on their own research the contributors of this book present a set of case studies of learning in diverse disciplinary domains and document what people say they learn and know and how they use this knowledge The authors consider implications for practice and research on learning from transitions and change

Continuing Professional Development in Social Work Carmel Halton, Fred Powell, Margaret Scanlon, 2015-06-03 Continuing professional development CPD has become a defining issue in twenty first century social work There is widespread consensus in favour of CPD But what is it Are there discernible international trends What are the barriers to participating in CPD What do social workers think about and want from CPD This book seeks to answer these questions Based on a survey and interviews with social work practitioners CPD in social work offers a unique insight into the possibilities and challenges of CPD and the issues it presents for newly qualified and experienced social workers in practice Combining the perspectives of social workers and their managers with international research assures its global appeal It offers possible directions for the future of post qualifying social work education making it essential reading for practitioners educators managers and policy makers

*The SAGE Handbook of Social Work Research* Ian Shaw, Katharine Briar-Lawson, Joan Orme, Roy Ruckdeschel, 2009-11-27 This is an ambitious book It aims at nothing less than a comprehensive account of the state of the art of social work research internationally and an intellectually original statement that will help to define and shape social work research Those with a serious interest in social work research will agree that this is a major undertaking and one that should put social work research on the map Ian Sinclair University of York UK This terrific Handbook provides an essential map for navigating the complex currents of social work research today It resists polemical and simplistic binaries to chart a course that emphasizes diversity pluralism and sensitivity to political contexts in many featured exemplars As key chapters note inherent tensions at the heart of social work itself are mirrored in current debates about the purposes and methods of social work research Rather than patch over differences the volume invites us to understand historical roots of unresolvable tensions and live with them The international scope of the volume is unique scholars from more than a dozen different countries were involved and its broad scope counters the tendency toward parochialism of much North American literature The Handbook should be essential reading for students and academics Catherine Riessman Boston University USA The SAGE Handbook of Social Work Research provides a comprehensive internationally focused account of leading social work research offering an original and defining statement on contemporary

theory and practice within the field The groundbreaking Handbook engages critically with the nature and role of social work research and evaluation in contemporary societies around the globe and asks four key questions What is the role and purpose of social work research What contexts shape the practice and purpose of social work research How can we maximise the quality of the practice of social work research How can the aims of social work in its varied domains be met through social work research Ranging over local national and international issues and exploring questions of theory and practice this is a diverse and constructively organized overview of the field It will quickly be recognized as a benchmark in the expanding field of social work research setting the agenda for future work in the arena

*Key Concepts in Social Work Practice* Aidan Worsley, Tim Mann, Angela Olsen, Elizabeth Mason-Whitehead, 2012-11-12 This book is a quick and accessible reference guide to the key concepts that social work students and professionals need to understand to be effective The authors place practice at the centre of the text and include a host of case examples to bring the concepts to life Examining the essential topics of the social work curriculum the concepts covered relate to practice theory policy and personal challenges Further reading is included in each entry so that the reader can explore what they have learned in more detail This book will be an invaluable resource for social work students during their studies and on their practice placement It will also be useful for qualified social workers who want to continue their professional education

**Doing Critical Social Work** Sophie Goldingay, 2020-07-25 Critical social work encourages emancipatory personal and social change This text focuses on the challenge of incorporating critical theory into the practice of social workers and provides case studies and insights from a range of fields to illustrate how to work with tensions and challenges Beginning with an outline of the theoretical basis of critical social work and its different perspectives the authors go on to introduce key features of working in this tradition including critical reflection Part II explores critical practices in confronting privilege and promoting social justice in social work examining such issues as human rights gender poverty and class Part III considers the development of critical practices within the organisational context of social work including the fields of mental health child and family services within Centrelink and prison settings Part IV is focused on doing anti discriminatory and anti oppressive practice in social work with particular populations including asylum seekers Aboriginal and Torres Strait Islander peoples domestic violence survivors older people and lesbian gay and transgender groups Finally Part V outlines collectivist and transformative practices in social work and beyond looking at environmental issues social activism the disability movement and globalisation A highly valuable addition to social work education and practice literature in Australia and beyond its shores Ruth Phillips Associate Professor Faculty of Education and Social Work University of Sydney

**Relationship-Based Research in Social Work** Gillian Ruch, Ilse Julkunen, 2016-03-21 Relationship based research is founded on the idea that human relationships are of paramount importance and should be central to social work research and practice Drawing on psychodynamic and systemic understandings of research and practice this book offers practitioners and academics an insight into what constitutes

relationship based approaches to research These ideas are brought to life by illustrative case studies of research projects carried out in England and Finland where the concept originated The authors clearly demonstrate how this approach can be applied across the social work sector and provide a model for practice This will be a key reference for social work students practitioners on post qualifying courses research students and consultant and senior practitioner social workers promoting research informed practice **The Routledge Handbook of Social Work Theory** Malcolm Payne, Emma

Reith-Hall, 2019-06-25 The Routledge Handbook of Social Work Theory provides an interdisciplinary and international introduction to social work theory It presents an analytical review of the wide array of theoretical ideas that influence social work on a global scale It sets the agenda for future trends within social work theory Separated into four parts this handbook examines important themes within the discourses on social work theory as well as offering a critical evaluation of how theoretical ideas influence social work as a profession and in practice It includes a diverse range of interdisciplinary topics covering the aims and nature of social work social work values and ethics social work practice theories and the use of theory in different fields of practice The contributors show how and why theory is so important to social work and analyze the impact these concepts have made on social intervention Bringing together an international team of leading academics within the social work field and newer contributors close to practice this handbook is essential reading for all those studying social work as well as practitioners policymakers and those involved in the associated fields of health and social care



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