

Supervisory Management for the Human Services

MICHAEL J. AUSTIN



Supervisory Management For The Human Services

Bernard Neugeboren, Simon Slavin



Supervisory Management For The Human Services:

Supervisory Management for the Human Services Michael J. Austin, 1981 **Supervision as Collaboration in the Human Services** Michael J. Austin, Karen Hopkins, 2004-03-23 The authors have assembled some of the finest minds in the field of supervision studies to produce *Supervision as Collaboration in the Human Services*. Key aspects of a learning organization and the process of organizational learning are explored across the various human services: social mental health, health and aging, making this an essential core text for graduate and undergraduate students of social work and counselling as well as for human services supervisors and practitioners. The Handbook of Human Services Management Rino J. Patti, 2009 Focusing on an effectiveness driven approach to management in the human services, Rino J. Patti's *The Handbook of Human Services Management*, Second Edition, explores the latest information on practice innovations, theoretical perspectives, and empirical research to provide an essential perspective on what managers do to create and sustain organizations that deliver high quality effective services to consumers. Offering the most comprehensive coverage of human services management available today, this second edition includes 24 chapters authored by distinguished practitioners and scholars in human services management, 10 that are entirely new and 14 that have been extensively revised. The Handbook is accompanied by an Instructor's Manual. **Supervision, Management, and Leadership** John E. Tropman, 2020 Tropman synthesizes a broad range of classical organizational theory, contemporary research, and management experience to provide readers of *Management and Leadership in Community Benefit Organizations* an overview of the structure, culture, and function of organizations; the relationship between leadership and management in organizations; and the unique experience of manager leaders who serve in the community benefit sector. Drawing on the literature of high performing organizations, Tropman leads readers through phases of leadership management, explores efficient and effective leadership and management at each level, and offers a clear approach to developing competence regardless of position in the organization. He concludes with a thought provoking section on helping organizations and managers/leaders maintain their edge and to adroitly navigate transition and change. Management leadership organization community benefit organization competence non profit governance high performing organizations high quality decisions change management. Provided by publisher. *The Future of Human Service Organizational & Management Research* Bowen McBeath, Karen Hopkins, 2020-09-10 This book provides panoramic overviews of critical human service organizational and management practice challenges as well as new and needed research frontiers. The Future of Human Service Organizational and the rise and uncertain effects of new developments in social work, public policy, and public management and other helping professions. The contributors identify how future generations of macro practitioners and scholar researchers can improve service delivery and program effectiveness. Implement evidence based practices and evidence informed practices. Promote leadership and social innovation. Build linkages across micro, meso, and macro levels of practice. Train organizational leaders and educate practitioners and

Advocate for more socially just visions of social welfare and society This edited collection argues that human service organizational and management practice and research are needed to support new discoveries in social welfare social work and related professions This book was originally published as a special issue of the journal Human Service Organizations Management Leadership Governance *Organization, Policy, and Practice in the Human Services* Bernard Neugeboren, Simon Slavin, 2012-08-21 Here is a timely insightful book that greatly increases the effectiveness of human service professionals and the organizations in which they function Organization Policy and Practice in the Human Services is the first such text to bring together in a systematic fashion the concepts of organizational theory policy and practice in the human services Offering a basic orientation to the structure and operations of social service organizations Neugeboren addresses society's need for the successful operation of these complex institutions in our highly organized society He also calls for a re-examination of what is meant by dependency and postulates new methods of dealing with the social and personal problems confronting people in contemporary society This book is indispensable for administrators practitioners and students Practitioners gain instruction in bureaucratic expertise enabling them to maximize opportunities limit organizational constraints reduce the likelihood of burnout and otherwise become a good bureaucrat instead of an ineffective if well intentioned one Administrators will benefit from a model of organizational goals practical guidelines for evaluating the effectiveness of an organizational structure and methods for identifying and remedying the causes of organizational dysfunction Neugeboren's practical ideas make a significant contribution in preparing tomorrow's social workers to deal more effectively with the world facing each of us His theoretical insights are grounded in discussions of actual cases making them easy to apply to any human service organization **Management and Information Systems in Human Services** Richard K. Caputo, 1988 Aimed at human services managers and students of administration this highly challenging book demonstrates how computer use and information systems can alter the bases of power and decision making authority as they currently exist in an organization Author Richard Caputo explores the changes in the availability nature and use of information that have had important implications not only for administrators but for direct service professionals as well Management and Information Systems in Human Services examines the kinds of organizational problems likely to result from the implementation of automated information systems and identifies effective solutions It will further challenge your thinking by elaborating the operational premises that the distribution of the decision load reflects the organizational structure of an agency and that the introduction of an information system in any organization challenges the legitimacy upon which that structure rests This important textbook is an ideal core or supplementary text for students in the human services including education social welfare public administration and public policy programs *Gerontological Supervision* Ann Burack Weiss, Frances C. Brennan, 2013-05-13 The growing population of aging Americans is bringing with it thousands of new workers into agencies serving the elderly each year Now the need for supervisors to administer and train staff in programs

for older persons is increasing as well. This is a practical how to guide for the supervision of case managers, personal care providers and interns working in community services and long term care of ill or disabled older persons. This updated edition expands its focus by offering the latest up to date ideas and proven practice wisdom for handling many of the field's most common problems. Filled with direct and composite case examples, this useful guide looks at concerns central to the changing field of practice. Part one gives an overview of the social work perspective. Parts two and three consider practice and administrative issues. Supervision of interns is covered in part four and part five expands the scope of original edition by discussing the similarities and differences between home care and long term care settings. Chapters include coverage of dual emphasis on person and environment, treatment with dignity and respect, stages of helping, learning and teaching, negotiating the balance between dependence and independence, styles of learning and teaching, tuning in and anticipatory empathy, assessment, case planning, on going work and termination, empowerment, mediation and advocacy, the supervisor as middle management, staff development, the supervisory conference and recording requirements, evaluation in group supervision, home care, residential care. Gerontological Supervision is an invaluable resource for supervisors with or without MSWs and RNs as well as case managers, personal care providers, interns and educators and students in social work. **Journal of Human Services Abstracts**, 1979

Changing Welfare Services Michael J Austin, Marvin D Feit, 2013-10-18. Contains field tested techniques to enhance the effectiveness of your local social services. **Changing Welfare Services Case Studies of Local Welfare Reform Programs** describes promising programs and practices that have emerged in the United States since the enactment of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Using case studies, this reference provides important lessons that will help social service directors and staff to develop strategies that will improve local welfare to work services. This casebook focuses on the agencies rather than the welfare population, emphasizing the guiding values of these agencies and the lessons they learned. **Changing Welfare Services** explores new approaches to service delivery with emphasis on removing barriers to work force participation and promoting self sufficiency through support services. The case studies involve programs focused on working with the community by developing partnerships with local organizations to provide better services. This text emphasizes the organizational changes such as the development of new training programs, merging employment and social service agencies and restructuring agency programs to foster collaboration between child welfare services and welfare to work programs that were successful strategies used to implement welfare reform. In **Changing Welfare Services** you will learn about the Connections Shuttle and the Guaranteed Ride Home Program, transportation services for welfare to work participants, the Exempt Provider Training Program, Temporary Assistance to Needy Families (TANF) participants and others to launch and improve their own high quality child care businesses, co location of support services, situating mental health and substance abuse services near the social services agency so TANF participants can make a single visit for all necessary services, the Family Loan Program helps low income

families deal with large or unexpected one time expenses the JobKeeper Hotline provides round the clock counseling crisis intervention and referral services to help participants stay employed and much more Changing Welfare Services shows how these agencies discovered new ways to serve the needs of low income residents and offers you a variety of inventive techniques for improving your own agency's support for welfare recipients Enhanced with tables figures and appendixes this practitioner oriented casebook is a much needed complement to the many quantitative studies of the welfare population This book is a valuable resource for state and local human service administrators and staff policymakers and university faculty and students of public policy

Managing the Challenges in Human Service Organizations Michael J. Austin, Ralph Brody, Thomas Packard, 2009 The novel approach of this casebook encourages the student to determine how they would act and work towards a resolution of real world dilemmas

Macro Practice in the Human Services Thomas M. Meenaghan, Robert O. Washington, Robert M. Ryan, 1982

Gerontological Supervision Ann Burack-Weiss, Frances Coyle Brennan, 2008 This is a practical and accessible guide for those supervising case managers personal care providers and interns working in community services and long term care of older persons This updated edition expands its focus by offering the latest ideas and proven practice wisdom for handling many of the field's most common problems

National Library of Medicine Audiovisuals Catalog National Library of Medicine (U.S.),

Social Work Supervision Ming-sum Tsui, 2004-06-23

Social work supervision has been identified as one of the most important factors in determining the job satisfaction levels of social workers and the quality of service to clients As an indirect but vital factor in the social work process it is surprising that supervision has not received as much attention as other components of social work practice such as social work research or administration A book on social work supervision is desperately needed to bridge the gap between the demands of the field and the absence of literature Social Work Supervision Contexts and Concepts aims to provide readers with basic knowledge of theories research and practice of supervision The book will address the needs of social work supervisors frontline practitioners students and educators The book is ideally suited as a text for graduate courses on social work supervision as it contains a comprehensive literature review of the historical development theories and models and empirical research studies of the subject Equally important this is a book from practice experience in supervision that enhances the competence of supervisory practice It will help social workers supervisors and administrators to realize and revitalize their mission in social work that is to benefit clients

Key Features Presents social work supervision as a rational effective and interactive process focusing on the whole person of the social worker Discusses the history the nature and definitions and the theoretical models of social work supervision Explores the major functions of social work supervision administrative educational and supportive Addresses the specific format and structure of supervision sessions

Managing for Service Effectiveness in Social Welfare Organizations Rino J Patti, Charles A Rapp, John Poertner, 2014-01-14 This important book is the first to make an explicit link between management practices and service outcomes in social welfare agencies Managing

for Service Effectiveness in Social Welfare Organizations is based on the premise that the primary responsibility and distinctive competency of social welfare management is delivering high quality effective services to clients Collectively the book s esteemed contributors have clearly presented a model of administration founded on concepts and strategies for connecting managerial action with service effectiveness The sections of the book correspond to the core functions and tasks in an effective approach to management including measuring performance program and organizational design managing people managing information managing environmental relations and the ethics of managing for effectiveness

Community Services Intervention Vera Lloyd,2020-07-16 Community Services Intervention provides a comprehensive introduction to the theory models and principles of practice for direct social casework It introduces the history and context of professional practice provides a step by step guide to the key skills demonstrates how theory supports intervention processes and outlines how to work with other professionals to assist clients to achieve best possible outcomes Reflecting the broad spectrum of casework settings and the need to take client diversity into account it addresses community care for the aged people with a disability people with mental health issues acute health settings injury management and insurance correctional services court systems child and youth welfare drug and alcohol work at risk populations in schools managed care and employment programs With case studies reflective practice questions and templates for reports and assessments Community Services Intervention is an ideal introductory student text Good practical advice that expands on theoretical approaches a fantastic learning resource Sue Welwyn Kelly community consultant and VET educator Queensland The evidence base in all areas of the content is thorough well grounded in theory and clearly articulated throughout this useful and practical text Dianne Sutherland TAFE NSW Riverina Institute

Transforming the Human Service Workplace Karen Hopkins,Bowen McBeath,2025-08-13 This book guides human service organizations in their transformative efforts to create greater workforce inclusion and well being through a range of forward thinking practices promoting employee mental health providing personal and professional wellness coaching engaging in multisolving strategies identifying supports for individuals as they enhance organizational climate building meaningful evaluative practices with a focus on social justice elevating the financial well being of lower wage workers employing a trauma informed model of leadership and preparing graduate students with online and in person pedagogies for inclusive supervision and leadership Each chapter provides a unique voice and view into current needs and practices that human service managers grapple with in addressing improving and even transforming workforce wellbeing inclusion and leadership development These thoughtful perspectives and proposed actions will prove inspiring in the daunting yet incredibly important work carried out every day by nonprofit and public human service managers and in the professional discourses of human service leaders researchers and educators This book contains eight chapters by diverse authors representing academic institutions and human service leaders and professionals It will be essential to students and researchers in social work human services and related fields It will also be

beneficial for human service professionals nonprofit and public sector managers educators and scholars The chapters in this book were originally published as a special issue of Human Service Organizations *Environmental Practice in the Human Services* Bernard Neugeboren,2013-01-11 *Environmental Practice in the Human Services* points to the need for the human services to return to their historic mission of environmental change It moves beyond the more general conceptual emphasis on person in environment toward the development of an environmental practice technology based on an intervention model which prescribes specific micro and macro roles and functions It may open the way to recapturing the conceptual breadth which characterized the first 40 years of social work as a professional and occupational entity The ecological perspective in social work has fostered an interest in the impact of social environments on service consumers *Environmental Practice in the Human Services* tries to rectify the historical imbalance in the human services that has emphasized people changing methods giving secondary emphasis to environmental change It instructs students preparing for practice in the human services as well as agency practitioners in the knowledge and skills necessary in environmental practice Cases in environmental practice are used to illustrate how these skills are utilized in actual practice situations The book s scope includes practice at the direct service administration planning and social policy levels it integrates micro and macro practice and shows how these two levels of practice are interdependent This enables human service practitioners to create and or modify social environments to enhance the functioning of clients being served in human service programs Topics covered include important skills in environmental practice including decisionmaking negotiating and leadership community practice and resource coordination social support the impact of organizational environments on practice environmental practice for the chronically disabled Author Neugeboren s approach is unique in its in depth focus on environmental practice applying concepts of social environment to specific practice roles This practice specific content which provides tools needed for environmental practice is in contrast to existing texts on the social environment which are very theoretical and not integrated with practice He includes material from the field of social ecology which has not been included in existing texts It shows how practitioners and administrators planners and policymakers can facilitate and support each other s work Reading *Environmental Practice in the Human Services* will enlighten students and practitioners with specific skills for impacting on different social environments to enhance client benefit It tells how a direct service practitioner can determine which organizational environments are suitable for particular client needs in making agency referrals It also provides administrators with information about designing planning and managing agencies with functional organizational environments which achieve effective services *Practice Research in the Human Services* Michael J. Austin,Sarah Carnochan,2020-03-12 As part of the OUP Series Pocket Guides to Social Work Research Methods this book captures the pioneering work of a research partnership between public human service agencies and an internationally ranked university It features multiple examples of practice research that highlight the participation of practitioners in the design implementation and utilization of research

that informs practice The book is designed for researchers practitioners service users and students and focuses on concrete experiences that illustrate the processes and activities involved in practice research

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