

# CREATING HIGH- PERFORMANCE GOVERNMENT ORGANIZATIONS

Mark G. Popovich, Editor



A PUBLICATION OF THE

**ALLIANCE FOR REDESIGNING GOVERNMENT**

AN INITIATIVE OF THE NATIONAL GOVERNMENT CENTER

Foreword by David Osborne

# Creating High Performance Government Organizations A Practical Guide For Public Managers

**Patricia W. Ingraham, Laurence E.  
Lynn Jr.**



## **Creating High Performance Government Organizations A Practical Guide For Public Managers:**

**Creating High-Performance Government Organizations** Mark G. Popovich, Jack A. Brizius, 1998-04-03 The more than three dozen cases presented here will help you understand what high performance organizations are and develop a clearer understanding of the preconditions to major change the steps essential to getting started and ways to overcome common roadblocks This book details the eight characteristics common to high performance agencies illustrating each with concrete examples

**Public Productivity Handbook** Marc Holzer, Mark Holzer, Seok-Hwan Lee, 2004-02 Presented by Holzer public administration Rutgers U US and Lee public administration Catholic U of Korea 38 papers address public administration professionals who are seeking insights into improving productivity and performance in the context of efficiency effectiveness quality and out

*Handbook of Public Management Practice and Reform* Kuo-Tsai Liou, 2019-09-16 Outlining the origins motivations strategies implementations and effectiveness of reform policies and programs Handbook of Public Management Practice and Reform examines changes and challenges in major areas of public administration including budgeting finance human resources and organizational management reviews the lessons of reform and addresses new ideas and emerging issues Discussing the development and contribution of public administration education research and professional associations the book covers decentralization and deregulation institutional arrangement and support and cooperation between public and nonprofit organizations

**Unlocking Public Value** Martin Cole, Greg Parston, 2006-10-11 A new approach to understanding and improving performance and public value This book presents the Public Service Value Model an innovative rigorous approach to defining public outcomes and quantifying results to help readers understand and improve public service delivery Filled with in depth insight and expert advice this guide will arm public service managers whether in government nonprofit or even for profit organizations with a practical framework that can be used to define outcomes and manage trade offs in public service delivery Martin Cole Hartford CT is Group Chief Executive of Accenture s Government Operating Group Greg Parston London UK is Executive Director of the Accenture Institute for Public Service Value

*Human Resource Management* Rae Simons, 2011-04-15 This title includes a number of Open Access chapters Human resource management is the strategic approach to management of an organization s most valuable asset its people It covers the recruitment management and direction of people who work for the organization and deals with employee compensation and benefits hiring and training performance m

**Strategic Planning and Decision-Making for Public and Non-Profit Organizations** Nicolas A. Valcik, 2016-03-30 This book provides administrators in public and non profit organizations with direction and a framework from which to lead their organizations effectively Taking a global approach to the issues administrators need to examine when managing a group of employees at any level including budgeting and expenditures forecasting policy creation and execution communication and reporting this book explores the driving forces in organizational decision making Author Nick Valcik takes a holistic view on organizational management beginning with the

core aspects of public organizations and the leadership competencies necessary to manage an organization successfully Designed to be used on undergraduate and graduate courses in public administration and in public affairs programs the book discusses the basics of organizational structure delves into risk management issues and offers a set of tools that can be used by administrators to make informed decisions based on actual data or documented processes Throughout the book real world case studies provide students and practitioners with a clear understanding of how exactly the right decision tool may be applied when facing a particular decision in any organization Understanding and Managing Public Organizations Hal G. Rainey,2009-08-24 In the third edition of his award winning book Hal G Rainey provides a comprehensive up to date analysis of research on public organizations and management Drawing on a review of the most current research about government organizations and managers and about effective and ineffective practices in government this important resource offers specific suggestions for managing these challenges in today s public organizations Using illustrative real life vignettes and examples the book provides expert analysis of organizational design goals power effectiveness leadership motivation and work attitudes decisionmaking and more *Performance and Innovation in the Public Sector* Evan M. Berman,Imane Hijal-Moghrabi,2022-12-22 Managing for results is increasingly important for the success of public organizations *Performance and Innovation in the Public Sector* is a comprehensive textbook that examines a broad range of performance strategies Today s public managers require a broad toolkit and a deep current understanding of the following performance management digital government collaboration strategic planning innovation lean government and managing people for performance This book provides a thorough overview of broad paradigms and their emergence practical strategies along with examples and up to date applications and an appreciation for the diverse contexts of public organizations resulting in varied and tailored improvements Each chapter assists students in applying each tool at work *Performance and Innovation in the Public Sector* provides a balance of scholarship and practice offers flexibility for instructors and is written in an accessible style that students and professionals appreciate This revised much anticipated third edition includes an increased emphasis on improving governance and innovation as well as up to date examples that demonstrate best practices for performance in diverse public sector settings Winner of the American Society for Public Administration Outstanding Book Award 2024

**Organizational Assessment and Improvement in the Public Sector** Kathleen M. Immordino,2017-09-25 Calls for performance measures and metrics sound good but public sector organizations often lack the tools required to assess the organization as a whole and create true change In order to implement an integrated cycle of assessment planning and improvement government agencies at all levels need a usable framework for organizational assessment that speaks to their unique needs *Organizational Assessment and Improvement in the Public Sector* provides that framework an understanding of assessment itself and a methodology for assessment focused on the public sector The book introduces the concept of organizational assessment its importance and its significance in public sector organizations It addresses the organizational

theory that underlies assessment including change management organizational and individual learning and organizational development Building on this the author focuses on the processes and demonstrates how the communication that results from an assessment process can create a widely accepted case for change She presents a model grounded in the Malcolm Baldrige National Quality Program criteria but adapted for the culture of government organizations She also addresses the criteria that form the basis for assessment and implementation and provides examples and best practices Facing decreasing budgets and an increasing demand for services government agencies must increase their capabilities maximize their available fiscal and human resources and increase their effectiveness and efficiency They often operate in an atmosphere that prizes effectiveness but measures it in silos assigned to individual programs and a structure that encourages people to do more with less while systematically discouraging efficiency Stressing the significant and important differences between a business and a government this book supplies the knowledge and tools necessary to create a culture of assessment in government organizations at all levels      The Art of Governance Patricia W. Ingraham, Laurence E. Lynn Jr., 2004-11-17

Public administration has evolved into an extraordinarily complex form of governance employing traditional bureaucracy quasi government public organizations and collaborative networks of nongovernmental organizations Analyzing and improving government performance a matter of increasing concern to citizens elected officials and managers of the organizations themselves has in turn become a much more fraught undertaking Understanding the new complexities calls for new research approaches The Art of Governance presents a fresh palette of research based on a new framework of governance that was first developed by coeditor Laurence E Lynn Jr with Carolyn J Heinrich and Carolyn J Hill in their book Improving Governance A New Logic for Empirical Research That book identified how the relationships among citizens legislatures executive and organizational structures and stakeholders interact in order to better diagnose and solve problems in public management This volume takes that relational concept into new realms of conceptualization and application as it links alternative institutional and administrative structures to program performance in different policy areas and levels of government Collectively the contributors begin to paint a new picture of how management matters throughout the policy process They illuminate how at different levels of an organization leadership and management vary and explore both the significance of structural systems and the importance of alternative organizational forms for the implementation of public policies The Art of Governance shows that effective governance is much more complex than paint by number But if the variety of forms and models of governance are analyzed using advanced theories models methods and data important lessons can be applied that can lead us to more successful institutions      Leadership and Policy Innovation--from Clinton to Bush Joseph R. Cerami, 2013 Smartly and appealingly positioned at the intersection of theory and practice Joseph Cerami's book is an essential resource for students and researchers in search for a coherent picture of policy innovation and leadership of U S and U N efforts to design and implement Weapons of Mass Destruction policy initiatives      Subject Guide to Books in Print

,1997      **Succession Planning for a Vital Workforce in the Information Age** Myron Olstein,2005 A major generational change is coming to the water and wastewater industry as the Baby Boomers retire As with any major change this will present both problems and opportunities to utility managers p xv      **Popular Government** ,2008      *Leadership in Organizations* John Storey,2010-10-04 Leadership has proved a tricky beast to pin down and the subject has been approached from a variety of perspectives over the years The beauty of this textbook lies in its role as an illustrative guide though the wilds of an elusive discipline This second edition of *Leadership in Organizations Current Issues and Key Trends* offers a balanced combination of theory and practice to provide an up to date account of this multi faceted topic Looking at the international and comparative aspects of leadership Storey also discusses new modes of leadership that will be required to steer organizations to success in a recessive environment Topics include Changing theories of leadership Strategy and leadership Ethics and leadership Leadership development in public sector organizations Followership and distributed leadership Leadership development in multi national firms With improved pedagogical features this new edition is the ideal text for students of leadership studies as well as practitioners looking to enhance their leadership skills      *State Departments of Transportation* ,1995      *Organizational Learning. A Framework for Public Administration* Karol Olejniczak,Stanislaw Mazur,2014-07-01 In order to face the challenge of effective organizational learning in our public policies we need to address three pressing questions 1 How does learning work in our public organizations 2 What promising practices can we implement to advance learning in public organizations 3 What changes in public management are required to combine learning with the growing demands of performance and accountability This book is an attempt to address those questions in a systematic and empirical manner The answers presented in this volume are the result of a four year empirical research project conducted in Polish ministries and study visits in public institutions of twelve countries of the Organization for Economic Co operation and Development      **Public Administration Training in Africa** Peter Fuseini Haruna,Shikha Vyas-Doorgapersad,2014-12-19 There is a growing global interest in Africa and how to improve the quality of life of its people and for good reason The world can no longer afford to ignore the democratic changes that have occurred across the continent over the past two decades changes with tremendous implications for professional education and training for the tasks of nation building *Public Administration Training in Africa Competencies in Development Management* presents research findings related to talent and competency development within the framework of public service institutional capacity building The book focuses on public administration questions as they relate to training development and competency building that will strengthen public managers capacity to implement governance policies and work toward improving development management It draws on unique national experiences to provide research and scholarship that advance the dialogue on training and development relevant to African culture and history while at the same time contributing to enhance the field of practice In addition to offering detailed descriptions and analyses of unique national experiences the book also integrates

transnational issues of training and development and ties the discussions back to the body of knowledge and scholarship defining the field and discipline of public administration As scholars and experts in their own right the authors make a reasoned case for rethinking and re examining training and development in Africa in light of the emerging governance approach to public administration The comprehensive empirical descriptions and analyses of education and training contexts and cultures written by some of the best minds in the subfield give you the latest research findings and distill relevant experiential and theoretical knowledge tools and skills based on case analyses including carrying out development activity in different cross cultural contexts      **The Korean Journal of Policy Studies** ,2001      *Handbook on Performance Management in the Public Sector* Deborah Blackman,2021-05-28 This timely Handbook examines performance management research specific to the public sector and its contexts and provides suggestions for future developments in the field It demonstrates the need for performance management to be reconceptualized as a core component of business both within and across organizations and how it must be embedded in both strategic decision making and as a day to day leadership and management practice in order to be effective

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