

Managing In The Public Sector A Casebook In Ethics

Drawing together key contributions to the field, this innovative Reader provides a broad-ranging overview of both the theory and practice of public service management. The book: outlines the social, political and economic contexts in which management has emerged as a crucial issue in the public sector of modern democratic countries; introduces the major theories, issues and concepts involved in defining and understanding public sector management; analyzes some of the key values underpinning the idea of the public domain; and examines some of the main challenges in terms of particular strategies, techniques and competences which have been proposed to improve management for public services. Public Sector Management is a Course Reader for The Open University course B887 Managing Public Services.

'This is an excellent 'do-it-yourself' introductory study to public sector management, covering a wide range of issues, including recent public service reforms. I recommend it to anyone interested in the practice and study of public sector management.' - Tony Ayers, National President, Institute of Public Administration Australia The traditional view of public sector management is under challenge. The shifting boundaries of the public-private sector are transforming the nature of the public sector in the 21st century and placing increasing demands on managers. This user-friendly handbook examines the changes that have taken place over the last twenty years and addresses the practical issues faced by public servants today. It makes abundant use of exhibits, case studies and real world examples to illustrate key concepts in public sector management. By including many 'points for reference', the authors challenge readers to apply both theory and practice to those public services situations with which they are familiar. Australian Handbook of Public Sector Management is a unique blend of academic and practical approaches to current management practices in the public sector. It has been designed to assist students and those new to the public sector to develop the knowledge and skills they require to provide high quality public services.

This book provides public administration instructors with a holistic South African perspective presented by means of a systems approach, the addressing of current and future distinctive issues and challenges and the presentation of specific remedies, the application of proven private sector principles to the public sector and the use of case studies to place theoretical knowledge within a practical frame of reference.

Through a series of case studies and selected special topics, Public Sector Enterprise Risk Management presents examples from leading Enterprise Risk Management (ERM) programs on overcoming bureaucratic obstacles, developing a positive risk culture, and making ERM a valuable part of day-to-day management. Specifically designed to help government risk managers, with concepts and approaches to help them advance risk management beyond the basics, the book: Provides a balanced mix of concepts, instruction and examples; Addresses topics that go beyond the basics of Enterprise Risk Management (ERM) program design and implementation; Includes insights from leading practitioners and other senior officials. Many government organizations can refer to the growing body of materials that provide examples of ERM processes and procedures. Far fewer reference materials and examples exist to help organizations develop a risk-mature organizational culture that is critical to the long-term success and strategic value that ERM represents to government organizations. Public Sector Enterprise Risk Management begins to fill that void and is intended to help public sector risk managers overcome barriers that inhibit ERM from becoming an active contributor to major decisions that top officials must make.

Managing the Public Sector

Managing Conflict of Interest in the Public Sector A Toolkit

Ethics and Management in the Public Sector

Advancing Beyond the Basics

A Strategic Framework for Success in an Era of Downsized Government, Second Edition

The Public Sector

***YOUR GUIDE TO PROJECT MANAGEMENT SUCCESS IN THE PUBLIC SECTOR** There may be no simple formula for success in public-sector projects, but Public-Sector Project Management delivers the next best thing: a complete set of skill-building strategies that puts success well within your reach. Building on industry standards and best practices as well as almost thirty years of public-sector experience, this definitive sourcebook clearly explains how to manage projects in the public sector and navigate their many challenges. Here is where you'll find all the tools to accomplish your goals for any public-sector project, whether you are overseeing military and security operations, the construction of public infrastructure, improving agency processes, deploying new systems or public programs, or any other public initiative. The book describes both the obstacles and basic processes of public-sector project management and examines the differences between public-sector and private-sector projects, including the management of the wide array of public-sector stakeholders. Public-Sector Project Management is your comprehensive professional template for making a positive contribution to your agency or organization. Inside, you'll find: Expert guidance consistent with project management best practices In-depth coverage of public-sector constraints, including purchasing systems, legal mandates, political and media oversight, and complex rules and processes Specific strategies to enhance the management capability of public-sector managers and private-sector project managers working under government contracts Emphasis on the role of planning in managing customer, manager, and project team expectations, and coping with the overlapping systems of constraints that impede public-sector projects Techniques for managing contractors and vendors Tools for managing the complexity inherent in most public-sector projects Insightful case studies of notable and historic public-sector projects; chapter-ending discussion questions and exercises; numerous tables and figures; and key terms in the glossary*

This first-of-its-kind survey covers both the basics of information technology and the managerial and political issues surrounding the use of these technologies. Unlike other works on information systems, this book is written specifically for the public sector and addresses unique public sector issues and concerns. The technical basics are explained in clear English with as little technical jargon as possible so that readers can move on to informed analysis of the public policy issues surrounding government's use of MIS. This practical tool includes end of chapter summaries with bridges to upcoming chapters, numerous boxed exhibits, thorough end-of-chapter notes and a bibliography for further reading.

Combining the most current public management thinking and research with examples of how organizations apply these ideas, MANAGING THE PUBLIC SECTOR is a comprehensive introduction to the field. Written in a manner that is both interesting to students and rigorous in its scholarship, the text aims to balance theory and practice. This Sixth Edition incorporates such issues as new technology, the National Performance Review, and new research on the relationship between personality and performance.

Filling a gap in project management literature, this book supplies managers and administrators—at all levels of government—with expert guidance on all aspects of public sector project management. From properly allocating risks in drafting contracts to dealing with downsized staffs and privatized services, this book clearly explains the technical concepts and the political issues public managers need to understand. In line with the principles of Total Quality Management (TQM) and the PMBOK® Guide, David S. Kassel establishes a framework those in the public sector may follow to ensure the success of their public projects and programs. The book supplies more than 30 real-life examples to illustrate the concepts behind the framework—including reconstruction projects in Iraq, the Big Dig project in Boston, local sewer system and library construction projects, and software technology. This second edition includes all-new extended case studies examining recent issues including the rollout of healthcare.gov, the controversial California High Speed Rail system, and refurbishing the Harvard Town Hall. Contributing to critical discussions on budgeting for capital projects and cost-benefit analysis for preliminary planning, this authoritative new edition provides strategic recommendations for effective planning, execution, and maintenance of public projects. In an age of downsized government and in the face of a general distrust of public service, this book is a dependable guide for avoiding common pitfalls and for delivering projects on cost, on schedule, and of the highest quality.

Collaborating to Manage

Public Sector Management

A Toolkit

Financial Management and Accounting in the Public Sector

Tools, Applications, and Cases

Strategic Change Management in Public Sector Organisations

Casebooks in public administration have become intensely sophisticated with complex scenarios, richly detailed multi-step simulations, and demanding role playing requirements. While these types of cases and exercises have their place, Managing in the Public Sector is a casebook designed with maximum instructor flexibility and student engagement in mind. Featuring cases brief enough to be covered in the last few minutes of a class as well as those substantive enough to last the entire hour, this book allows instructors to illustrate theoretical concepts, encourage active student participation, to make a transition between topics, or to integrate different approaches to administrative study. Retaining the first edition's use of focused, real-life-inspired cases to help elucidate the application of concepts for students, the second edition has been updated and revised throughout to include: An expanded chapter on ethical analysis A new section on how to make logical arguments Thoroughly updated cases as well as many new contemporary cases New chapter introductions featuring overviews of major leadership and ethical theories to provide students with the context they need Discussion questions at the end of each case to facilitate critical analysis and classroom discussion A cross-listing of all cases and subject matter in an appendix for quick topical reference. Now even more enmeshed in the literature of ethics, leadership, and public administration, Managing in the Public Sector, 2e provides authentic, hands-on experience of the decisions public administrators must face. It is an ideal casebook to supplement undergraduate and graduate public administration, leadership, human resource management, or administrative ethics courses.

In times of rising expectations and decreasing resources for the public sector, performance management is high on the agenda. Increasingly, the value of the performance management systems themselves is under scrutiny, with more attention being paid to the effectiveness of performance management in practice. This new edition has been revised and updated to examine: performance in the context of current public management debates, including emerging discussions on the New Public Governance and neo-Weberianism; the many definitions of performance and how it has become one of the most contested agendas of public management; the so-called perverse effects of using performance indicators; the technicalities of performance measurement in a five step process: prioritising measurement, indicator development, data collection, analysis and reporting; and the future challenges and directions of performance management Performance Management in the Public Sector 2nd edition offers an approachable insight into a complex theme for practitioners and public management students alike.

Strategic management is widely seen as essential to the public services, leading to better performance and better outcomes for the public. In fact, the private sector idea of strategic management has become so powerful in the public sector that politicians and policy makers have begun to talk about the importance of the modern state being strategic – and we may be witnessing the emergence of the Strategic State. Strategic Management for the Public Sector draws on experience and research from a range of countries and provides a theoretical understanding of strategic management that is grounded in the public sector. Drawing on the latest theory and research this text provides a fresh look at foresight, analysis, strategic choice, implementation and evaluation. This book also offers original and detailed case studies based on up to date evidence from different public sector settings, helping the reader to build on their understanding of theories and concepts presented earlier in the book. Strategic Management for the Public Sector has been written specially for managers and students taking postgraduate courses such as MBAs and MPAs. It will also appeal to individual managers and civil servants in the public sector looking for an accessible book to read as part of their own independent personal development.

Grappling with ethical issues is a daily challenge for those working in organizations that deliver public services. Such services are delivered through an often bewildering range of agencies and amidst this constant change, there are fears that a public service ethos, a tradition of working in the public interest, becomes blurred. Using extensive vignettes and case studies, Ethics and Management in the Public Sector illuminates the practical decisions made by public officials. The book takes a universal approach to ethics reflecting the world-wide impact of public service reforms and also includes discussions on how these reforms impact traditional vales and principles of public services. This easy-to-use textbook is a definitive guide for postgraduate students of public sector ethics, as well as students of public management and administration more generally.

Australian Handbook of Public Sector Management

A Primer for the Public Sector

Innovation in the Public Sector

Managing the Unmanageable

Essentials Of Public Policy And Administration Series

Digital Government

Collaborating to Manage captures the basic ideas and approaches to public management in an era where government must partner with external organizations as well as other agencies to work together to solve difficult public problems. In this primer, Robert Agranoff examines current and emergent approaches and techniques in intergovernmental grants and regul contracting, networking, public/nonprofit partnerships and other lateral arrangements in the context of the changing public agency. As he steers the reader through various ways of coping with such organizational richness, Agranoff offers a deeper look at public management in an era of shared public program responsibility within governance. Geared toward profes for students who will pursue careers in the public or non-profit sectors, Collaborating to Manage is a student-friendly book that contains many examples of real-world practices, lessons from successful cases, and summaries of key principles for collaborative public management.

Addresses issues relevant to an understanding of the innovation journeys on which public organizations have embarked. If public innovation is defined as a necessary condition for establishing meaningful interactions between the government and society what are the relevant issues that may explain successful processes and forms of public innovation?

Rules in public sector organizations are both indispensable and disliked. Rules direct an array of critical tasks such as managing employees, controlling public finances, and structuring interactions with citizens. Yet scholars and practitioners alike tend to focus on the consequences of bad rules, such as inefficiency, rigidity, or unintended consequences. This focus on rules. This book provides a comprehensive portrait of rules in public organizations, and it explains the characteristics of beneficial rules that help public organizations function effectively, what the author calls "green-tape." Drawing on a decade of original research and interdisciplinary scholarship, DeHart-Davis builds a framework of three perspectives. The organization for achieving managerial goals and organizational functions; the individual perspective, which examines how rule design and implementation impact employees; and the behavioral perspective, which explores human responses to the intersection of the first two perspectives. The author uses this framework to analyze a local-government case study of non-union empl summarizing key findings for practitioners as well as suggesting directions for future research.

This Toolkit provides non-technical, practical help to enable officials to recognise conflict of interest situations and help them to ensure that integrity and reputation are not compromised.

Knowledge Management in the Public Sector

Managing Public Sector Projects

Comparative Public Management

Knowledge Management Practices in the Public Sector

Managing in the Public Sector

Meeting the Challenges and Achieving Results

Managing in the Public SectorA Casebook in Ethics and LeadershipRoutledge

The public sector provides services to the public and does not expect to acquire financial gain; hence, the practices from the private sector could not be used efficiently without modification, bearing in mind that the main scope of the public organization is to provide quality services to the citizens. Knowledge management can acquire and transfer knowledge in order to succeed in this effort and to confront challenges that exist in the modern knowledge economy. Therefore, knowledge management can play a vital role in the reorganization of the public sector and its necessary organizational change. Knowledge Management Practices in the Public Sector is a collection of innovative research on the methods and applications of improving the quality of public services through the implementation of knowledge management in public organizations. While highlighting topics including intellectual capital, risk assessment, and organizational strategy, this book is ideally designed for policymakers, ICT consultants, public sector workers, public administrators, government officials, researchers, scholars, and students.

Administrative Leadership in the Public Sector is an ideal resource for any Public Administration course involving leadership and public management. Each of the book's nine main sections begins with introductory text by the volume's editors, Monty Van Wart and Lisa Dicke, followed by relevant readings. The volume includes some of the most important readings on public leadership published in the last eight decades. More than just an anthology, Administrative Leadership in the Public Sector provides a unique and useful framework for understanding the vast subject of leadership.

This affordable text covers the management of both human resource systems and employees in local government settings. It focuses on the significant changes facing local governments, especially the growing demand for increased Work-Life balance as an integral component of human resource management.

Understanding Management, Politics, and Law in the Public Sector

Strategic Management in the Public Sector

Creating Effective Rules in Public Sector Organizations

Managing Information and Knowledge in the Public Sector

Public Sector Records Management

Addresses increased diversity in government work forces, and management strategies appropriate for managing diversity. Today, public employers are poised to create productive work forces that are represented of the global population. As we enter the twenty-first century, Americas workforce looks markedly different than it ever has before. Compared with even twenty years ago, more white women, people of color, disabled persons, new and recent immigrants, gays and lesbians, and intergenerational mixes now work in America. The way in which government employers embrace this opportunity of diversity will clearly distinguish effective and efficient organizations from those which are unproductive and unable to meet the demands and necessities of the American people in the new century. This book addresses the demographic changes to the labor force and workplace and the ways in which government employers are managing the imminently diverse populations that now fill public sector jobs. It addresses the specific management strategies and initiatives relied upon by public sector employers as well as the implications of effectively managing variegated workforces for the overall governance of American society.

For the public sector, which is globally the largest employer of people and repository of information, managing information and knowledge is an extremely problematic area to address. The essence of both resources is that they are intangible, their impact and value cannot be measured through traditional accounting methods, yet they are also, paradoxically, where the greatest value and potential for improvement is located. In this book Eileen Milner introduces the reader to the concepts of information and knowledge and explores a variety of tools and techniques which may be usefully adopted in actively managing and developing these resources. Wherever possible real-life public sector case studies and examples are used to illustrate good practice, as well as some of the pitfalls of poor application. Down-to-earth and taking into account the critically important characteristics unique to public services, this will be an illuminating text both for managers and policy makers already working in the public sector and for those considering doing so.

The Public Sector: Managing the Unmanageable offers practical advice to public sector managers on how to develop techniques to deal with the challenges they face, particularly in the areas of accountability, setting targets, risk management/encouraging innovation, managing people, decision making and working with politicians. Based on original interviews with politicians and senior public sector managers, including the last four cabinet secretaries, it is full of anecdotes, actionable lessons and insights. Each chapter takes a specific aspect of management and starts by explaining why it is different in the public sector, then sets out ways for public sector managers to handle those differences and ends with an executive summary and a checklist to prompt managers to think about how they might change what they currently do. The book has a foreword by Peter Mandelson and insights based on interviews with more than sixty successful public sector managers including: Michael Bloomberg, Brendan Barber, Sir Michael Barber, Lord (Michael) Bichard, Lord (John) Browne, Lord (Robin) Butler, Helen Carter, Sir Merrick Cockell, Charles Clarke, Lord (Geoffrey) Dear, Brian Dinsdale, Charles Farr, Lord (Charles) Guthrie, Lord (Chris) Haskins, Lord (Michael) Heseltine, Ken Livingstone, Paul Martin, Lord (John) Monks, Lord (Gus) O'Donnell, Sir Robert Naylor, Jan Parkinson, Sir Hayden Phillips, Jonathan Powell, Heather Rabbatts, John Ransford, Gill Rider, Paul Roberts, Sir Peter Rogers, Stephen Taylor, Lord (Andrew) Turnbull, Sir Robin Wales, Nick Walkley, Ian Watmore and Lord (Richard) Wilson.

While the field of public management has become increasingly international, research and policy recommendations that work for one country often do not work for another. Why, for example, is managerial networking important in the United States, moderately effective in the United Kingdom, and of little consequence in the Netherlands? **Comparative Public Management argues that scholars must find a better way to account for political, environmental, and organizational contexts to build a more general model of public management.** The volume editors propose a framework in which context influences the types of managerial actions that can be used effectively in public organizations. **After introducing the innovative framework, the book offers seven empirical chapters—cases from seven countries and a range of policy areas (health, education, taxation, and local governance)—that show how management affects performance in different contexts.** Following these empirical tests, the book examines themes that emerge across cases and seeks to set an agenda for future research. Intended for students and scholars of public administration and public policy, this book will be the first to provide a comprehensive comparative assessment of management's impact on organizational performance.

Financial Management in the Public Sector

Why National, Environmental, and Organizational Context Matters

Managing Diversity In Public Sector Workforces

Administrative Leadership in the Public Sector

Managing Public Sector Reform in the Digital Era

Algorithmic Regulation

The Public Sector: Managing the Unmanageable offers practical advice to public sector managers on how to develop techniques to deal with the challenges they face, particularly in the areas of accountability, setting targets, risk management/encouraging innovation, managing people, decision making and working with politicians. Based on original interviews with politicians and senior public sector managers, including the last four cabinet secretaries, it is full of anecdotes, actionable lessons and insights. Each chapter takes a specific aspect of management and starts by explaining why it is different in the public sector, then sets out ways for public sector managers to handle those differences and ends with an executive summary and a checklist to prompt managers to think about how they might change what they currently do. The book has a foreword by Peter Mandelson and insights based on interviews with more than sixty successful public sector managers including: Michael Bloomberg, Brendan Barber, Sir Michael Barber, Lord (Michael) Bichard, Lord (John) Browne, Lord (Robin) Butler, Helen Carter, Sir Merrick Cockell, Charles Clarke, Lord (Geoffrey) Dear, Brian Dinsdale, Charles Farr, Lord (Charles) Guthrie, Lord (Chris) Haskins, Lord (Michael) Heseltine, Ken Livingstone, Paul Martin, Lord (John) Monks, Lord (Gus) O'Donnell, Sir Robert Naylor, Jan Parkinson, Sir Hayden Phillips, Jonathan Powell, Heather Rabbatts, John Ransford, Gill Rider, Paul Roberts, Sir Peter Rogers, Stephen Taylor, Lord (Andrew) Turnbull, Sir Robin Wales, Nick Walkley, Ian Watmore and Lord (Richard) Wilson.

Records management has undergone significant change in recent years, owing to the introduction of freedom of information legislation as well as the development of e-government and e-business and the need to manage records effectively in both the private and public sector. There are very few purely practical texts for records managers and this book aims to fill that gap. The author has spent his entire career in public sector records management and has contributed to records management standards for governments around the world. The text is wholly practical and written at an accessible level. Although the author discusses legislation and examples from the UK, the book is relevant to public sector records management at an international level. It will be essential reading for professionals in record management posts as well as anyone who is responsible for record keeping as part of their operational duties.

As the power and sophistication of of 'big data' and predictive analytics has continued to expand, so too has policy and public concern about the use of algorithms in contemporary life. This is hardly surprising given our increasing reliance on algorithms in daily life, touching policy sectors from healthcare, transport, finance, consumer retail, manufacturing education, and employment through to public service provision and the operation of the criminal justice system. This has prompted concerns about the need and importance of holding algorithmic power to account, yet it is far from clear that existing legal and other oversight mechanisms are up to the task. This collection of essays, edited by two leading regulatory governance scholars, offers a critical exploration of 'algorithmic regulation', understood both as a means for co-ordinating and regulating social action and decision-making, as well as the need for institutional mechanisms through which the power of algorithms and algorithmic systems might themselves be regulated. It offers a unique perspective that is likely to become a significant reference point for the ever-growing debates about the power of algorithms in daily life in the worlds of research, policy and practice. The range of contributors are drawn from a broad range of disciplinary perspectives including law, public administration, applied philosophy, data science and artificial intelligence. Taken together, they highlight the rise of algorithmic power, the potential benefits and risks associated with this power, the way in which Sheila Jasanoff's long-standing claim that 'technology is politics' has been thrown into sharp relief by the speed and scale at which algorithmic systems are proliferating, and the urgent need for wider public debate and engagement of their underlying values and value trade-offs, the way in which they affect individual and collective decision-making and action, and effective and legitimate mechanisms by and through which algorithmic power is held to account.

Combining the most current public management thinking and research with examples of how public executives and organizations apply these ideas, MANAGING THE PUBLIC SECTOR is a comprehensive introduction to the field of public management. The Ninth Edition continues to engage the student's intellect by providing more than just the basic foundations of management; it places the application of management in the context of the public sector and tries to capture the excitement and challenge of the field. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Risk and Crisis Management in the Public Sector

Complexity and the Experience of Managing in Public Sector Organizations

Public Sector Enterprise Risk Management

Public Administration

Performance Management in the Public Sector

A Blueprint for Innovation in Government

Combining the most current public management thinking and research with examples of how public executives and organizations apply these ideas, MANAGING THE PUBLIC SECTOR, International Edition is a comprehensive introduction to the field of public management. The Ninth Edition continues to engage the student's intellect by providing more than just the basic foundations of management; it places the application of management in the context of the public sector and tries to capture the excitement and challenge of the field.

The recent global financial and economic crisis has had surprising effects on several economies worldwide. This global event has promoted the discussion on how ethical, transparent, and rigorous the accountability of public sector institutions is. However, public manager accountability is translated into a vision that goes beyond its sphere of activity, demanding information on how public resources have been managed based on the maximization of social welfare and sustainable development. Tools, Strategies, and Practices for Modern and Accountable Public Sector Management is an essential reference source that discusses the process behind how public resources are managed as well as how they are coordinated to achieve collective success. Featuring research on topics such as corporate responsibility, fiscal accountability, and public administration, this book is ideally designed for researchers, managers, financial authorities, auditors, public managers, public administrators, regulatory authorities, accountants, professionals, and students involved with the accountability and reform of public management in local governments.

Digital Government: Managing Public Sector Reform in the Digital Era presents a public management perspective on digital government and technology-enabled change in the public sector. It incorporates theoretical and empirical insights to provide students with a broader and deeper understanding of the complex and multidisciplinary nature of digital government initiatives, impacts and implications. The rise of digital government and its increasingly integral role in many government processes and activities, including overseeing fundamental changes at various levels across government, means that it is no longer perceived as just a technology issue. In this book Miriam Lips provides students with practical approaches and perspectives to better understand digital government. The text also explores emerging issues and barriers as well as strategies to more effectively manage digital government and technology-enabled change in the public sector. Digital Government is the ideal book for postgraduate students on courses in public administration, public management, public policy, political science and international relations, and e-government. It is also suitable for public service managers who are experiencing the impact of digital technology and data in the public sector.

Every decision that is made by managers and policy-makers in a public sector organization requires an evaluation and a judgement of the risks involved. This vital requirement has been recognised in the growth of risk management. However, risks can never be fully prevented, which means that public managers also have to be crisis managers. Today's crises develop in unseen ways; they escalate rapidly and transform through the interdependencies of modern society, and their frequency is growing: the global financial crisis, the European volcanic ash cloud, the Japanese tsunami and subsequent Fukushima nuclear plant meltdown, the Christchurch earthquake and the Queensland floods. All highlight the extreme challenges that public sector organizations across the world have had to face in recent years. Risk and Crisis Management in the Public Sector Second Edition responds to these challenges by presenting the only guide for public managers and public management students which combines lessons about risk and crisis management together in a single, accessible text. It equips readers and public managers with the knowledge and skills to understand key issues and debates, as well as the capacity to treat risks and better prepare for, respond to and recover from crisis episodes. This exciting new edition enhances the original text with contemporary cases and a greater focus on the international, trans-boundary and multi-agency dimensions of risk and crisis management. These enhancements reflect the fact that today's public manager must increasingly operate within a global and interdependent governance context.

Policies and Practices

Theory, Critique and Practice

Managing Information in the Public Sector

A Casebook in Ethics and Leadership

Managing for Excellence in the Public Sector

Public-Sector Project Management

HRM is a core element in public service organizations, whose employees are often their most valuable resource. This outstanding book tackles the subject head on, bringing together cutting-edge research from a range of respected international authors.

Strategic management is widely seen as essential to the public services, leading to better performance and better outcomes for the public. In fact, the private sector idea of strategic management has become so powerful in the public sector that politicians and policy makers have begun to talk about the importance of the modern state being strategic - and we may be witnessing the emergence of the Strategic State. Strategic Management for the Public Sector draws on experience and research from a range of countries and provides a theoretical understanding of strategic management that is grounded in the public sector. Drawing on the latest theory and research this text provides a fresh look at foresight, analysis, strategic choice, implementation and evaluation. This book also offers original and detailed case studies based on up to date evidence from different public sector settings, helping the reader to build on their understanding of theories and concepts presented earlier in the book. Strategic Management for the Public Sector has been written specially for managers and students taking postgraduate courses such as MBAs and MPAs. It will also appeal to individual managers and civil servants in the public sector looking for an accessible book to read as part of their own independent personal development.

This book covers all the major aspects of change management for those working in public sector and not-for-profit organisations. It summarises key theories and approaches to change management and includes detailed, worked descriptions of key techniques used in change management processes and programmes, with extensive reference to case studies drawn from a range of public sector, not-for-profit organisations and other environments. Written by a highly knowledgeable and well-respected practitioner in the field Draws on the author's wide-ranging practical experience of major organizational development and change management in a wide range of situation Applies as well as describes theory Provides practical and realistic solutions to real-world problems

This textbook offers new insights into the organisation and management of the public sector in the United Kingdom.

A Practical Guide

Human Resource Management in the Public Sector

Linking Capacity and Leadership

Tools, Strategies, and Practices for Modern and Accountable Public Sector Management

The impact of the global financial crisis on government funds has been significant, with squeezed budgets having to satisfy ever-increasing demands for public services. Managers working in the public sector are confronted daily with targets and demands that are often set in confusing accounting and financial language. In Financial Management and Accounting in the Public Sector, Gary Bandy employs a clear and concise narrative to introduce the core concepts of accounting and financial management in the public sector and how to deliver services that represent value for money. This second edition has been revised and updated throughout, offering: an increased focus on post-crisis austerity more international examples of public financial management greater coverage of governance, accountability and risk management With a glossary of terms to help managers understand and be understood by accountants, as well as learning objectives, case studies and discussion questions, this practical textbook will help students of public management and administration to understand the financial and accounting aspects of managing public services.

A fundamental problem of public sector governance relates to the very way of thinking it reflects; where organization is thought of as a 'thing', a system designed to deliver what its designers choose. This volume questions that way of thinking and takes a perspective in which organizations are complex responsive processes of relating between people. Bringing together the work of participants on the Doctor of Management program at Hertfordshire University, this book focuses on the move to marketization and managerialism, paying particular attention to human relationships and group dynamics. The contributors provide narrative accounts of their work addressing questions of management, pressures, accountability, responsiveness and traditional systems perspectives. In considering such questions in terms of their daily experience, they explore how the perspective of complex responsive processes assists them in making sense of experience and developing practice. Including an editors' commentary which introduces and contextualizes these experiences as well as drawing out key themes for further research, this book will be of value to academics, students and practitioners looking for reflective accounts of real life experiences rather than further prescriptions of what organizational life ought to be.