

# ***Initiating Change in Organizations and Communities***

***A Macro Practice Model***

***Peter Kettner  
John M. Daley  
Ann Weaver Nichols***

# Initiating Change In Organizations And Communities A Macro Practice Model

**Janna L. Dieckmann**



## **Initiating Change In Organizations And Communities A Macro Practice Model:**

**Initiating Change in Organizations and Communities** Peter M. Kettner, John M. Daley, Ann Weaver Nichols, 1985

Research Methods for Community Change: A Project-Based Approach Randy Stoecker, 2013 Research Methods for Community Change A Project Based Approach Second Edition is an in depth review of all of the research methods that communities can use to solve problems develop their resources protect their identities and build power With an engaging writing style and numerous real world examples Randy Stoecker shows how to use a project based research model in the community to diagnose a community condition prescribe an intervention for the condition implement the prescription and evaluate its impact At every stage of this model there are research tasks from needs and assets assessments to process and outcome studies Readers also learn the importance of involving community members at every stage of the project and in every aspect of the research making the research part of the community building process Research Methods for Community Change Randy Stoecker, 2005-02-15 Everyone is a member of a community and every community is continually changing To successfully manage that change community members need information Research Methods for Community Change A Project Based Approach is an in depth review of all of the research methods that communities use to solve problems develop their resources and protect their identities With an engaging friendly style and numerous real world examples author Randy Stoecker shows readers how to use a project based research model in the community The four features of the model are Diagnosing a community condition Prescribing an intervention for the condition Implementing the prescription Evaluating its impact At every stage of this model there are research tasks from needs and assets assessments at the diagnosis stage to process and outcome studies at the evaluation stage Readers will also learn the importance of involving community members at every stage of the project and in every aspect of the research making the research part of the community building process Research Methods for Community Change is perfectly suited as a text for undergraduate and graduate research methods courses across the social sciences including sociology social work and public health Community service workers professional researchers and consultants will also find this an invaluable guide to effecting change in their communities At last A concise insightful and highly useful book on research methods for community action and social change Drawing from his own rich experiences as well as from broader literature and examples Stoecker demonstrates that valuable research is not the monopoly of professional researchers but can be used by people anywhere as a tool for organizing and developing their communities Highly readable grounded in analysis and full of practical approaches this book will be an important resource for activists students scholars policy makers and community development practitioners who seek to use research for more effective and sustainable change John Gaventa Fellow Institute for Development Studies Sussex U K Drawing from his own experiences and from case studies from across the nation Stoecker offers an empowering and remarkably accessible discussion of how project based research models build community and democracy by redistributing

both power and responsibility It is an informative and valuable text that makes a convincing case that research must become daily practice for all who are committed to working for effective social change Stephen L Fisher Director Appalachian Center for Community Service Emory Henry College Stoecker s highly readable book is a great leap forward in expanding the definition and practice of research and documentation through collaboration between academics and community activists He makes project based research accessible to readers through lively real examples that involve creative and strategic use of sources and resources Stoecker shows how good quality research can make meaningful differences in people s lives The book is perfect for use in both classrooms and nonprofit organizations Kathleen Staudt University of Texas at El Paso At last a book that demystifies research for both novice and experienced community workers who want to make a difference Randy Stoecker presents a refreshingly innovative and accessible challenge to more conventional texts Linda Briskman Associate Professor of Social Work RMIT University Australia

*Organizational Change and Development in Human Service Organizations* David Bargal, Hillel Schmid, 2012-11-12 Through change and development human service organizations can promote the well being of their clients more effectively This important book describes and analyzes recent research on organizational change and development in the social and human services It is particularly relevant in light of the significant changes in these organizations during the last decade and the lack of literature in the area *Organizational Change and Development in Human Service Organizations* brings together the work of scholars who deal with social welfare administration and change in human services combining research studies with theoretical approaches to change and development It helps readers better understand the process of change and the role of the environment in creating change Insightful chapters encourage practitioners scholars and students to plan change in organizations utilize models of change and organizational development in real life and evaluate change and its results and impacts This much needed book addresses a variety of topics including the uses of force field analysis in assessing prospects for organizational change planned change in voluntary and government social service agencies interorganizational coordination of services to children in state custody early stages in the creation of self help organizations organization and community transformation organizational development in public social services strategic and structural change in human service organizations a developmental approach to program evaluation Many readers will find the information in *Organizational Change and Development in Human Service Organizations* to be extremely beneficial in their daily work Covering the important issues it gives readers a deeper insight into the processes of change and development so they can provide better services to their clients This book is a vital resource for social workers professionals in public administration individuals involved in MSW programs and students in the social sciences including sociology and political science

**Handbook of Community Psychology** Julian Rappaport, Edward Seidman, 2012-12-06 As a field progresses people write about their own work in journals chapters and books but periodically the work needs to be collected and organized It needs to be brought together in

a format that can both introduce new members to the field and reacquaint continuing members with the work of their colleagues Such a collection also affords an opportunity for the growing number of people with particular expertise to provide a reference for others whose work is related but differs in focus This is the first Handbook of Community Psychology It contains contributions from 106 different authors in addition to our editorial introductions Its thirty eight chapters including two that are divided into multiple individually authored parts are concerned with conceptual frameworks empirically grounded constructs intervention strategies and tactics social systems design assessment and analysis cross cutting professional issues and contemporary intersections with community psychology Although interrelated each chapter stands on its own as a statement about a particular part of the field and the volume can serve as a reference for those who may want to explore an area about which they are not yet familiar To some extent community psychologists eschew the distinction between researcher and practitioner and regardless of one's primary work environment university small college practice setting government or grassroots organization there is something of interest for anyone who wants to explore the community psychology approach

*Rules of the Game* Mark S. Homan, 2017-09-14 Concise empowering and inspirational this introduction to promoting change offers practical knowledge and features more than 150 guidelines brought to life with down to earth often humorous language Replete with the wisdom of more than four decades of experience in the field Mark S Homan demystifies the community change process by providing nuts and bolts rules for success including eight essential steps for building an organized change effort Homan's outline for community change is invaluable in any setting from grassroots organizations to governments or community agencies Writing in a conversational informal style Homan leads readers through the basic things they need to know about themselves about others and about the change process itself As they put these ideas into action they will identify skills attitudes and choices important to their success as a change agent in the community

*Journal of the National Cancer Institute*, 1991

**Generalist Practice** Eleanor Reardon Tolson, William James Reid, Charles D. Garvin, 2003 This basic textbook seeks to establish a task centered methodology a structured short term problem solving approach applicable across systems at five levels of practice the individual the family the group organizations and communities The second edition offers more information on systems theories and includes case studies with each chapter Checklists are provided for each level of practice along with questions for consideration and practice exercises to help students monitor their understanding and skill development

*Health Promotion at the Community Level* Neil F. Bracht, 1999 Like the First Edition this book serves as a guide to the science and art of community health promotion The last decade of research and development has considerably advanced the science of achieving and maintaining health In this new edition international contributors share their experiences and expertise about diverse health promotion and point out areas needing adjustment in community implementation both on an international and domestic level

*Population-Based Nursing, Third Edition* Ann L. Curley, 2019-09-03 Praise for the First Edition nicely integrates

epidemiological concepts evidence based practice in population health and program development and evaluation Authors describe epidemiological research designs research synthesis and evidence assessment knowledge essential for advanced practice nurses working with populations or in the community Journal of Community Health Nursing In its third edition Population Based Nursing continues to be the only advanced practice nursing text to focus on core competencies in both epidemiology and population health This comprehensive resource delivers essential content for doctoral nursing practice as outlined by the AACN and encompasses the many changes in health care that affect population based nursing It describes the role of the advanced practice nurse in identifying and mitigating health care disparities at the local national and global levels and provides guidance on how to conduct community assessments A strong foundation in epidemiologic methodology is provided including coverage of mortality measures testing validity and reliability study designs risk and casualty assessment and data analysis and interpretation Updated throughout the third edition includes new and expanded topics such as the role of accreditation in validating population based practice and programs value based care and the use of technology data and information systems in population health The text includes links to online resources and a robust instructor manual with exercises and discussion questions In addition to its value as a primary textbook in DNP and MSN programs the text also serves as valuable resource for advanced practice nursing professionals Key Features Includes a strong focus on both epidemiology and population based nursing competencies Addresses the Essentials of Doctoral Education for Advanced Nursing Practice as outlined by the AACN Includes new and expanded topics such as the role of accreditation in validating population based practice and programs value based care and the use of technology data and information systems in population health Examines how technological innovation and social networking impact the development of interventions and population outcomes Provides links to online resources and a robust Instructor Manual with exercises and discussion questions

*Population-Based Nursing, Second Edition* Patty A. Vitale, 2015-09-15 Now in its second edition this continues to be the only advanced practice nursing text to focus on core competencies in both epidemiology and population health The new edition delivers essential content for Doctoral Nursing Programs DNP as outlined by the AACN and encompasses the many changes in healthcare that affect population based nursing including the latest requirements set forth by the enactment of the ACA All chapters include updated information new content and relevant case examples that exemplify successful strategies nurses have used to improve population outcomes Featuring the contributions of several esteemed new authors the second edition includes a timely new chapter on global health in population based nursing and vital information about how new technology and social media can be used to improve population outcomes and to develop innovative solutions The text describes the role of the APRN in identifying and mitigating healthcare disparities at the national and global level and provides guidance on how to conduct community assessments New topics include pay for performance implemented by the S the overconsumption of salt and increasing use of electronic cigarettes toxic stress and more High level discussion

questions and exercises help to reinforce core concepts New online materials for faculty include answers to problem sets and supplemental discussion questions In addition to its value as a primary course textbook in a DNP program the text also serves as a supplementary text for graduate community health nursing programs New to the Second Edition Delivers essential content for Doctoral Nursing Practice DNP programs as outlined by the AACN Explains how new technology and social media can be used to improve population outcomes and develop innovative interventions Offers high level exercises and questions for discussion Presents a timely new chapter on global health in population based nursing Covers ACA related requirements such as conducting community health needs assessments Provides updated information in all chapters with relevant examples case studies discussion questions and references Offers guidelines on the APRN s role in policy making Presents expanded information on causality confounding and describes a comprehensive approach to measuring and interpreting survival data including prognosis Updates program design and development Key Features Focuses on both epidemiology and population based nursing competencies Describes the APRN role in identifying and mitigating healthcare disparities at local national and global levels Provides guidance in conducting community assessments Includes examples of successful strategies used to improve population outcomes Explains how new technology and social media can be used for the improvement of population outcomes and the development of new and creative interventions Provides a strong foundation in epidemiologic methodology including mortality measures the validity and reliability of testing study designs sample size assessing risk and causality and data analysis and interpretation Offers high level exercises and questions for discussion to help students synthesize integrate and apply information

*Population-Based Nursing* Ann L. Cupp  
 Curley, Patty A. Vitale, 2011-10-19 Print CourseSmart

Community Psychology John Moritsugu, Elizabeth Vera, Frank Y Wong, Karen Grover Duffy, 2015-07-22 Community Psychology 5 e focuses on the prevention of problems the promotion of well being empowerment of members within a community the appreciation of diversity and an ecological model for the understanding of human behavior Attention is paid to both classic early writings and the most recent journal articles and reviews by today s practitioners and researchers Historical and alternative methods of effecting social change are explored in this book with the overall theme that the environment is as important as the individual in it This text is available in a variety of formats digital and print Learning Goals Upon completing this book readers will be able to Understand the historical and contemporary principles of community psychology Apply theory and research to social services mental health health legal and public health systems

Organization Practice Mary Katherine O'Connor, F. Ellen Netting, 2009-01-28 Human service organizations are under increasing pressure to demonstrate that their programs work Organization Practice Second Edition helps students and professionals in human services and nonprofit management understand complex behaviors in organizations This new edition provides a new practical model for understanding cultural identities within organizations Also it is significantly revised to include numerous real world cases critical thinking questions empirical support and engaging

exercises Social workers as well as public health and nonprofit administrators will benefit from the insights in this book

**Human Behavior and the Social Environment** John S. Wodarski, PhD, Sophia F. Dziegielewska, PhD, LCSW, 2002-04-01 This comprehensive text offers a solid foundation for assessment of human behavior in micro mezzo and macro settings The editors offer practical and concrete consideration of how human behavior is affected in different systems individual biological family community and organizations These influences are reviewed in terms of implications for practice The book assembles selected readings that provide a brief overview of each theoretical model discuss how empiricism can be applied to the model describe what methods techniques and interventions the model supports in order to change a client s behavior

*Caring for the Chronically Ill* Janna L. Dieckmann, 2018-10-24 First published in 1999 When human populations and their needs change organizations responsible for their care inevitably react With the rapidly and significantly increased demand for chronic care at mid twentieth century solutions deemed satisfactory in the past were entirely inadequate Thus community leaders and politicians began promoting several approaches to long term care services in the two decades between 1945 and 1965 but without an adequate source of financing to establish an effective system In contrast to acute care services and despite the need chronic care remained unavailable and of poor quality This study consists of six chapters an introduction and conclusion along with four case studies that examine in detail the development of a long term care system in Philadelphia between 1945 and 1965

*Generalist Social Work Practice* Janice Gasker, 2018-11-06 Generalist Social Work Practice provides students with the foundational skills and knowledge needed to serve clients across micro mezzo and macro areas of practice Author Janice Gasker brings a focus on self reflection as the first stage in the planned change process and writes with the perspective that we consider work at all levels of practice simultaneously rather than in isolation In accordance with the 2015 Educational Policy and Accreditation Standards EPAS set forth by the Council of Social Work Education CSWE the planned change process is presented as dynamic and interactive providing students with a clear understanding of how each stage of the planned change process can be utilized at any point when serving a client system The text spotlights the distinctive characteristics of the worker their values attitudes and experiences that may influence client interaction The text also includes case studies collaborative learning exercises and critical thinking questions to help students apply concepts to practice

Doing Community-Based Research Greg Halseth, Sean Markey, Laura Ryser, Don Manson, 2016-06-01 Community based research CBR offers useful insights into the challenges associated with conducting research and ensuring that it generates both excellent scholarship and positive impacts in the communities where the research takes place This depends on two important variables the capacity of CBR to generate good information and the extent to which CBR is understood and constructed as a two way relationship that includes a set of responsibilities for both researchers and communities Offering expert advice on the crucial relationship between communities and researchers the authors outline the main stages of the CBR process to guide researchers and practitioners They discuss the reasons for



conducting CBR provide tips on how to design research and detail how researchers and communities should get to know one another as well as how best to work in the field and how to turn fieldwork into research that counts By focusing on the lessons learned from the use of CBR the authors make the messages lessons and practices applicable to a variety of research settings Drawing collectively from decades of community based research experience and including vignettes from researchers from around the world who share their CBR experiences Doing Community Based Research is an essential book for scholars students practitioners and the educated public

**Criminal Justice Policy and Planning** Wayne N. Welsh, Philip W. Harris, 2010-04-07 Acquaints readers with scientific techniques and a seven stage framework for analyzing criminal justice problems and developing solutions It explains the benefits of planned change using a variety of case studies to illustrate suitable planning techniques as well as the pitfalls that can be avoided by implementing such techniques

Chapters are enhanced with outlines figures tables examples discussion questions and case studies Appendix includes a seven stage checklist for program and policy planning

**Diversity and Development in Community Practice** Audrey Olsen Faulkner, Maria Roberts-DeGennaro, 1994 The contributing authors of this book provide current knowledge and practice models for community work in diverse settings Diversity and Development in Community Practice is full of case examples theory development research and field teaching models for practice across ethnic and racial groups Faculty will find the book useful due to its scope of theory practice research and examples of student and student teacher advocacy projects Chapters provide new information on working in ethnic communities management styles advocacy research work in multicultural communities and adapting current practice strategies to specific communities While the chapters have different foci all deal with connecting community development strategies to diverse communities The main theme of the book to identify the importance of community development and present state of the art theory research and practice models assists practitioners and professionals in a broad range of human service as well as educators and students in their understanding of the usefulness of development in a community setting All of the contributing authors affirm and support the historic principles that have guided the development of community social work practice They propose theoretical models and describe current interventions that address needs related to contemporary social problems Among the topics they cover are community development procedures and skills theory development for community projects community development and organizing in communities of color self help as both strategy and outcome management styles classroom advocacy Together the chapters provide significant guidance for further work in theory construction and curriculum development and offer direction for effective practice and research Community practitioners faculty and students will find in Diversity and Development in Community Practice effective methods and strategies for working with diverse populations in the world's changing economic and social times

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