

Comparative Policy Evaluation

CHANGING BUREAUCRACIES

**ADAPTING TO UNCERTAINTY, AND
HOW EVALUATION CAN HELP**

Edited by
Burt Perrin and Tony Tyrrell



Changing Bureaucracies

Robert K. Yin



Changing Bureaucracies:

Changing Bureaucracies Burt Perrin, Tony Tyrrell, 2020-11-29 In *Changing Bureaucracies* international experts provide an unparalleled look at how public sector bureaucracies can better adapt to the reality of unprecedented levels of uncertainty and complexity and how they can better respond to the emerging needs and demands of citizens and beneficiaries In particular they discuss in detail how evaluation can play an important role in aiding bureaucracies in adapting while noting that the value of evaluation is not at all automatic Written in a clear and accessible prose the contributors identify stability as a strength of bureaucratic structures although adaptability is required in order to remain relevant They also emphasize the need for bureaucratic rules and practices to be open to examination such as through evaluation noting that these rules may take on a life of their own increasing distrust and conflicting with a meaningful focus on how outcomes and impacts benefit citizens The book concludes with guidance for both evaluators and for public sector leaders about steps that they can take to improve the responsiveness and relevance of public sector organizations Pioneering the provision of reflections on how evaluation can play an important role in aiding bureaucracies in adapting *Changing Bureaucracies* is an important acquisition for public sector leaders evaluators evaluation managers and commissioners and academics alike

Changing Bureaucracies Medina, 1982-08-26 This conceptual work addresses organizations responses to management improvement efforts offering a practical approach for ensuring desired results when making improvements in managing organizations In examinations of three methodologies for organizational improvement strategic planning management by objective and executive development this exceptional book analyzes the critical factors that influence change The ground breaking hypothesis evolved from this research affords executives rational means for planning changes in their organizations *Changing Bureaucracies Understanding the Organization Before Selecting the Approach* will be invaluable to management personnel in federal state and local governments as well as executives in the private business sector In addition senior undergraduate and graduate level students of public administration political science government business administration and economics will gain vital insights into successful approaches to organizational changes Book jacket [Change in Public Bureaucracies](#)

Marshall W. Meyer, 1979-10-31 A study of the process of change in 240 city county and state public bureaucracies responsible for local finance administration reveals what influences the change and what direction it is likely to take [Changing Urban Bureaucracies](#)

Robert K. Yin, 1978 [Changing Organizational Culture](#)

Marc J. Schabracq, 2009-09-28 To alter an organization s culture change agents must first understand its attitudes beliefs and assumptions Marc Schabracq s innovative new book is based on a fresh way of thinking that deals with both the functional and structural features of cultures Focusing on the greatest barrier to organizational change the attitudes and assumptions of people it offers three approaches that collectively assist the change process changing goals through the leader improving effectiveness through the members and enriching assumptions through group dialogue The scales checklists and exercises

are available online A priceless resource for consultants and change agents Changing Organizational Culture is also valuable reading for senior managers and business students interested in the change process **Don't Go Changing** Kevin C. Gustafson,2010 **Managing Public Organization Through Leadership** Napoleon Imarhiagbe PhD,2015-09-11 This book is designed for public managers and inspiring managers to become better critical thinkers master planners evaluators and administrators Dr Imarhiagbe believes in a bottom up leadership style rather than a top down style in management His philosophy is that a leader has not led until organizational goals have been achieved The authors approach to management demonstrates how public leaders can address the problems of public bureaucracy to achieve efficiency in the delivery of service In the future public leaders will use this approach as a guideline to manage their organizations *Intelligence Reform and Counterterrorism Effectiveness* Stefan Meingast,2009-05 Essay from the year 2005 in the subject Politics International Politics Region USA grade A University of Cincinnati language English abstract Subsequent to the 9 11 terrorist attacks a sustained effort has been undertaken to reform the American intelligence agencies The establishment of a terrorism czar with more authority than the Director of the CIA used to have as coordinator of the intelligence enterprise and with a supporting bureaucratic structure to this end should lead to more unified coordinated and effective intelligence in particular in the context of counterterrorism The Intelligence Community has undergone previous organisational centralisation reforms and yet it failed to provide timely and accurate intelligence about the 9 11 terrorist threat A series of legitimate questions therefore arise is centralisation the wrong solution to the problem of intelligence effectiveness Is rather decentralisation the key Has structure any influence on the way intelligence agencies perform Answering these questions would reveal whether the adjustments to the structure of the Intelligence Community are justified or on the contrary determined by empirical fallacies such as the quick fix reorganisation syndrome In a broader context it would be also useful to know whether and how the effectiveness of counterterrorism intelligence could be improved by means of organisational structure This research question implies the scholarly literature of two disciplines organisation theory and political science International Relations and Security Studies Terrorism The nature and functioning of organisations in particular decentralisation and its effects on effectiveness have been studied at the level of business and bureaucratic organisations whereas studies on intelligence and its effectiveness are present within a broad range of security studies areas including the newer terrorism counterterrorism Answering the above research q Saving Society Bernard S Phillips,David Christner,2015-12-22 Why do many problems throughout the world seem to be getting worse Saving Society argues that a dramatic change in our mode of thinking is required The authors show how many of our fundamental assumptions lead to an overly bureaucratic approach blocking solutions to many of our problems They contrast our present emotional repression and conforming behaviour with a more liberated form of perception thought and emotional expression which could allow us to break out of these bureaucratic routines Saving Society shows how this alternative approach might lay the basis for more

effective and democratic institutions Global Climate and Energy Governance Harald L. Heubaum, 2021-12-30 Tracing the changing activities of international bureaucracies active in global climate and energy governance this book provides an in depth analysis of processes of institutional innovation and governance integration between the two fields It shows that rather than the consequence of a designed strategy governance integration the convergence of approaches and practices among different actors within one or between two or more governance architectures has come as the result of organizational changes arising from the international bureaucracies various efforts to pursue and broaden their mandate in a complex and dynamic global policy environment Each of the three cases analyzed the UNFCCC Secretariat the IEA Secretariat and the World Bank began their life focused on particular activities that today following periods of sustained organizational change make up only part of their operations Beyond creating greater synergies for cooperation across the governance architectures improving policies and mobilizing greater investment to tackle the climate emergency the book shows governance integration to have contributed to preserving and expanding the role and relevance of all three international bureaucracies This book will be of interest to students and scholars of global climate and energy governance climate policy and international organizations and their bureaucratic arms Practitioners will find this book useful in thinking about why innovation in governance emerges and how it may be directed **Changing Organizational Behavior** Alton Charles Bartlett, Alton C. Bartlett, Thomas A. Kayser, 1973 **Changing Urban Bureaucracies** Robert K. Yin, 1978 **Changing Urban Bureaucracies** Robert K. Yin, 1979 *Making Social Policy in Australia* John Wiseman, 2020-09-28 Social policy affects everyone and is everyone's business Even if you do not receive welfare payments directly or indirectly you benefit from government services and funding Yet how are policies and programs actually developed Can social policy help us create a more just society This book offers an introduction to the theory and practice of social policy making in Australia Using detailed case studies it covers the ideas and values which inform the social policy process how different groups can influence policy making how social policy making takes place in social and political organisations the political nature of policy making *Making Social Policy in Australia* is the most up to date introduction to Australian social policy currently available and is essential reading for students and practitioners in human and community service work and government Tony Dalton Mary Draper and John Wiseman lecture in Social Work and Social Sciences at RMIT Melbourne Wendy Weeks lectures in Social Work and Social Policy at the University of Melbourne and is author in collaboration of *Women Working Together Lessons from feminist women's services* Each of the authors has been involved in policy debate and development for many years **Bureaucracy and Social Change** Adebayo Ninalowo, 1990 **Change Management in Information Services** Lyndon Pugh, 2007 Information services are currently going through the most significant period of change in their history Since the first edition of this highly regarded book was published in 2000 the pace of change has accelerated because of the influence of digitisation and technological developments in general This second edition is fully updated with the inclusion of a

number of new chapters and new case studies

Reform as Process Martin J. Williams, 2026-02-03 Building an effective civil service is crucial for public service delivery and good governance but reforming bureaucratic institutions is notoriously difficult This book takes a fresh perspective on this challenge by documenting and analyzing the implementation of more than one hundred reforms initiated by six African countries over the last thirty years Martin J Williams shows that these efforts largely fell short of their goals because they typically approached organizational change as a matter of changing formal structures and processes through one off projects Some did yield positive changes however when they were able to create opportunities for civil servants to discuss performance and how to improve it Drawing on this evidence Williams develops a new theory of how systemic reforms can lead to meaningful change not by trying to force it through top down interventions but by catalyzing an ongoing and decentralized process of continuous improvement Reform as Process makes theoretical and empirical contributions to research on organizational performance civil service reform and public service delivery and it shares practical insights and strategies to help reformers around the world achieve meaningful change in their organizations

The Nature of Leadership for Hispanics and Other Minorities Ernest Yutze Flores, 1981 **Psychology in Use**
Duane P. Schultz, 1979 *Man and His Work: Conflict and Change* George Ritzer, 1972

Decoding **Changing Bureaucracies**: Revealing the Captivating Potential of Verbal Expression

In a time characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its capability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Changing Bureaucracies**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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