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philosophy and ethos; Building and sustaining meaningful relationships with young people; Cocreating a space for learning and change; Being a reflective practitioner; Community organizing
Professional development structure
Phases of the professional development groups; The diagnostic phase; Enhancing youth program skills; Organizing and social action; What was accomplished?; Personal and professional development; Organizational development; Challenges and barriers; Lessons learned; Was it worth the effort?; Concluding thoughts: Can this be done elsewhere?; 3: Use of research for transforming youth agencies; The work; The research process; Phase I: Prestudy; Politics; Opening the door; Phase II: Preparing for the study; Phase III: Data analysis; Phase IV: Write-up
Final thoughts on the research process
Lessons learned; Research on agency change; Workers; Students; The university; Role of faculty with the agency; Role of faculty with students; Role of faculty in relation to their studies; Emily's role; Conclusion; Appendix: Sample of student studies; Course examples; Study Highlight: "I Was Raised in the Gym"; 4: Youth advisory structures: Listening to young people to support quality youth services; Youth advisory structures as a response and contributor; First study; Second study; Third study; Youth advisory groups: A brief description
Youth advice structures: Symbolic or substantive? Voice; Moving toward the use of expressed ideas; Preparation and training; Modes of expression; Third research study: Process and practice; The process; Discussion; Lessons learned; Lesson 1: Shift from opinion giving to informed idea; Lesson 2: Focus on giving advice and work to ensure that advice gets used; Lesson 3: Authentic youth advisory structures meet a moral test; Lesson 4: Young people deserve a place at the table in addition to doing the work; Lesson 5: Reinvention of support structures; A final note
5: Shaping partnerships by doing the work

Sommario/riassunto

This volume tells the story of major organizational change efforts at one municipal youth-serving organization to better support healthy youth development system wide. Presenting the viewpoints of young people, frontline staff, supervisors, managers, and the director, it reviews how the organization developed and transformed. Each article then describes the different strategies and tactics used to support organizational transformation. Learn: How a youth work professional development strategy ended up as an organizational development and change strategy
How the partnersh
