Record Nr. UNINA9910786228003321 Strategic supervision [[electronic resource]]: a brief guide for **Titolo** managing social service organizations / / Peter J. Pecora ... [et al.] Pubbl/distr/stampa Los Angeles;; London,: SAGE, c2010 **ISBN** 1-4833-0218-0 1-4522-7465-7 Descrizione fisica 1 online resource (x, 234 p.) : ill Altri autori (Persone) PecoraPeter J Disciplina 361.00683 Soggetti Social work administration Human services Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Includes bibliographical references and index. Nota di bibliografia Cover; Contents; Preface; 1 - Administrative Supervision Within an Nota di contenuto Organizational Context; 2 - Organizational and Workgroup Culture; 3 -Value-Based Principles and Laws Guiding Personnel Management; 4 -Recruiting Effective Employees; 5 - Screening and Interviewing for Selection; 6 - Facilitating Groups and Teams; 7 - Designing and Conducting Worker Performance Appraisals; 8 - Handling Employee Performance Problems; Appendix A Brief History of Social Work Supervision Concepts; Appendix B - Answers to Equal Employment Opportunity Commission Exercise (for Chapter 3) Appendix C - Position Description for a Mental Health Specialist IIAppendix D - Sample of Core Competencies for Working in a Human Services Agency; Appendix E - Planning, Leading, and Coaching Professional Meetings; Index; About the Authors; About the Contributors Sommario/riassunto This is a practical guide to several important aspects of supervisory leadership and personnel management within the social work environment. It is aimed at helping practitioners to problem-solve, lead teams and support multi-cultural and other forms of diverse staffing.