

# Some Googlebook References for the busy consultant/reformer

It's very daunting to go into a good library (real or virtual) and confront the thousands of titles on government and administrative reform which have poured from the printing presses in the past 2 decades.

But one set of questions can help identify the gems in the rocks – why was the book written – and who for?

We have to realise that most books about government and public administration are written to extend the author's academic reputation and career – and aimed therefore at their peers (in the strange language academics use) and for students – to help them pass examination. *Few books in this field are written to help the poor practitioner, reformer or consultant with their particular change endeavour. This makes the task of selection less daunting than it seems. I have had to include academic work – since not many practitioners have the time, confidence or breadth of experience to allow them to produce books. And we all need some theory – and some of the academics (eg Guy Peters; Chris Hood; Chris Pollitt, Jon Pierre, Herbert Wollmann, Colin Talbot) do write clearly and usefully!*

**I have now more than six hundred books in my googlebook library – and the following hundred or so seem most relevant for the website's basic question of how we get public services which serve the public?**

Although google books are a bit tantalising (they give less than a fifth of the text!), they do give enough to stimulate thought if not purchase (in that sense I don't understand the opposition there is to the venture). And a quick skim of the more recent books always keep you up-to-date with what's in fashion!

PAR has to focus on both the “**what**” (the fashionable - or not - ideas) and the “**how**” (change management). Most of the conventional literature limits itself to the what (sections 3 and 4 below) – for the “how” you have to go the change management literature (section 2). And, of course, all the stakeholders need a range of skills (section 5).

Just click to access – and see whether it suits your need.

## 1. Some starter texts

*On the principle that you shouldn't really read books until you have some questions to which you want answers, I start with a section which contains some overviews of reform experience and some strong critiques of the whole effort.*

[The changing public sector: a practical management guide](http://books.google.com/books?id=wYqLs3_Te8gC&printsec=frontcover#v=onepage&q=&f=false); Malcolm Prowle (2000)

[http://books.google.com/books?id=wYqLs3\\_Te8gC&printsec=frontcover#v=onepage&q=&f=false](http://books.google.com/books?id=wYqLs3_Te8gC&printsec=frontcover#v=onepage&q=&f=false)

A guy after my own heart who is fed up with the overcomplexity of texts in this field – and wants to do some de-mystification. But it's perhaps a bit too simple.....

[The art of the State - culture, rhetoric and public management](http://books.google.com/books?id=ns7wTyXuw5sC&printsec=frontcover&dq=art+of+the+state&ei=zZhxSp3wMpPuygTF4MnUDg) (Chris Hood (2000)

Very profound but easy to read. It uses the anthropological “group grid” to suggest that we can reduce all thinking about structures for government to four schools.

<http://books.google.com/books?id=ns7wTyXuw5sC&printsec=frontcover&dq=art+of+the+state&ei=zZhxSp3wMpPuygTF4MnUDg>

[Creating Public Value – strategic management in government](http://books.google.com/books?id=PwcENHMiPcAC&printsec=frontcover); Mark Moore (1995)

This draws on the cases taught at the Kennedy School of government to show the scope officials have for social improvements.

<http://books.google.com/books?id=PwcENHMiPcAC&printsec=frontcover>

Politicians, bureaucrats and administrative reform; B. Guy Peters, Jon Pierre (2001)

<http://books.google.com/books?id=ZnF4v0BbEa0C&printsec=frontcover#v=onepage&q=&f=false>

Guy Peters is one of the great originals. Based in Pittsburgh (that says it all!), he has been so open – and ready to open himself to the excitement of the post-communist challenge of NISPAcee etc

Politicians and public services – implementing change in a clash of cultures; Kate Jenkins (2007)

The author was one of the key officials in the UK reform of the 1980s and tells a good story.

[http://books.google.com/books?id=k8vrP\\_p0UWUC&printsec=frontcover#v=onepage&q=&f=false](http://books.google.com/books?id=k8vrP_p0UWUC&printsec=frontcover#v=onepage&q=&f=false)

Success and failure in public governance: a comparative analysis; M. A. P. Bovens, Paul 't Hart, B. Guy Peters (2001)

The book's starting point is the contrast between the literature of the 1970s and 1980s – full of damning critiques of policy failure – and the more recent celebrations of initiatives. Both types of literature focus, in the authors' view, on extremes. The book brings together specialists in 4 fields of government activity – to explore more systematically the conditions that lead to policy failure and success.

Decline of the Public – the hollowing out of citizenship; David Marquand (2004)

A very elegant treatment of how “public service” came under attack in Britain, the consequences and an outline of how the concept might be retrieved.

<http://books.google.com/books?id=6erXsO5O3BcC&printsec=frontcover#v=onepage&q=&f=false>

Challenging the Performance Movement; B Radin (2006)

Essential reading – since it focuses on the private sector from which most of the deficient thinking has come!

<http://books.google.com/books?id=P3xfHzzkUP8C&printsec=frontcover#v=onepage&q=&f=false>

Freedom from command and control – rethinking management for lean service; John Seddon (2005)

[http://books.google.com/books?id=IP\\_yVb-5xtcC&printsec=frontcover&lr=](http://books.google.com/books?id=IP_yVb-5xtcC&printsec=frontcover&lr=)

Seddon's most recent book – Systems Thinking in the public sector – the failure of the reform regime and a manifesto for a better way – was the first book I noticed with a real critique of the British model of public service reform with its Stalinist targets, incentives and punishments. He is a devotee of Deming and the Toyota principles. This is an earlier book which sets out his basic thinking. His website is <http://www.systemsthinking.co.uk/home.asp>

NHS plc; the privatisation of our health care; Allyson Pollock and Colin Leys (2005)

A powerful critique of what new public management has done to the British health service.

<http://books.google.com/books?id=PLBhqvalq8sC&printsec=frontcover>

Carrots, Sticks, and Sermons: Policy Instruments and Their Evaluation; Marie-Louise Bemelmans-Videc, Ray C. Rist, Evert Vedung (2003)

There is, for me, too much emphasis on structural change – and not enough on policy tools. This is an important treatment of policy tools.

<http://books.google.com/books?id=EgGsx15bUS8C&printsec=frontcover#v=onepage&q=&f=false>

Managing Publicly; H Mintzberg and J Bourgault (2000)

A Canadian venture which asked management guru Mintzberg to explore what public management in Canada actually entailed.

<http://books.google.com/books?id=jiZNugVaDnsC&printsec=frontcover#v=onepage&q=&f=false>

## Public Management (critical perspectives volume 3) – reforming public administration ed S Osborne (2002)

This is the part of an ambitious 5 volume survey. I've included it here mainly to draw attention to that venture (section 3 contains the other titles in the series which I've been able to find)

<http://books.google.co.uk/books?id=-sfa651a2bIC&printsec=frontcover>

## Democracy as problem-solving (2008)

<http://books.google.com/books?id=UFqpGIIdOcsWC&printsec=frontcover&lr=&rview=1#v=onepage&q=&f=false>

A book which celebrates local government – as a free agent.

## **2. Managing Change**

### The Leader's Handbook – a guide to inspiring your people and managing the daily workflow; Peter Scholtes (1999)

I'm so glad I found this book on googlebooks – ironic that it was 2 days after his death in June 2009. He is one of a kind – having been a pastor and then influenced by Edward Deming to develop a systems approach to management. His book is not only very practical but is highly sceptical of the whole performance measurement approach to HRM. A must!!

[http://books.google.com/books?id=\\_pPd2ssliiUC&printsec=frontcover](http://books.google.com/books?id=_pPd2ssliiUC&printsec=frontcover)

### Leadership for the Common good – tackling public problems in a shared-power world; Barbara Crosby and John Bryson (2<sup>nd</sup> edition 2005)

The first edition was the only book in the 1990s on the putting together a constituency of change to achieve change for the “public good” and I appreciated the way it linked practice and theory.

<http://books.google.com/books?id=KP7gv94j80C&printsec=frontcover>

### Managing public services – implementing changes (Doherty and Horne).

An excellent and practical book which I have

<http://books.google.com/books?id=OHmfHgBw-DwC&printsec=frontcover&lr=>

### Leading Change – a guide to whole systems working; M Attwood, M Pedler, S Pritchard and D Wilkinson (2003)

[http://books.google.co.uk/books?id=D\\_22lyDe7BAC&printsec=frontcover](http://books.google.co.uk/books?id=D_22lyDe7BAC&printsec=frontcover)

Just come across this (and the next) book – which use the language and concepts I'm familiar with from my experience of pushing change in the 1970s and 1980s. Such books are rare in Britain which is overwhelmed by what the book calls MMV (mad management virus)

### Managing change in the public services; Mike Wallace, Michael Fertig, Eugene Stewart Schneller (2007)

I'm not sure about this one – seems too much based on the thinking of one academic.

<http://books.google.com/books?id=MNS2pht1g-kC&printsec=frontcover#v=onepage&q=&f=false>

### The Dynamics of Change – insights into organisational change from the natural world; F Stickland

A realistic approach which starts by exploring why so many change endeavours fail – and then (as with Wilkinson et al above and Seddon) outlines how a more holistic approach would improve matters.

[http://books.google.com/books?id=pBBiYwRhRU8C&printsec=frontcover&lr=&source=gbs\\_similar\\_books\\_s&cad=1#v=onepage&q=&f=false](http://books.google.com/books?id=pBBiYwRhRU8C&printsec=frontcover&lr=&source=gbs_similar_books_s&cad=1#v=onepage&q=&f=false)

Managing changes in OECD governments – an introductory framework;

O Melchor (OECD working paper in public governance 12 2008)

I include this simply because it seems to me a prime example of thoughtless academics playing with themselves.....

<http://www.oecd.org/dataoecd/53/18/42142231.pdf>

Transforming the character of public organisations – techniques for change agents; A Carol Rusaw (2000)

Generally I would run a mile from a book with “transformation” in its title – but this is a thoughtful book by someone who had been in government for 20 years and shares Greenleaf’s approach of “servant-leader” and Quinn’s assumption that change has to start from within oneself. It’s very much a guide for consultants.

<http://books.google.com/books?id=kezOk2U1Z54C&printsec=frontcover#v=onepage&q=&f=false>

*The next 2 books were early in the field and have benefited from the different versions they have gone through -*

Managing Change in Organisations; Colin Carnall (5<sup>th</sup> edition 2006)

<http://books.google.com/books?id=6-fns9I1FBQC&printsec=frontcover>

Change Management – a guide to effective implementation; James McCalman and Rob Paton (4<sup>th</sup> edition 2008)

<http://books.google.com/books?id=HA0FQOWx8ngC&printsec=frontcover>

Maybe I’m too influenced by the Scottish origins of these authors.....

Making Sense of change management – a complete guide to the models, tools, techniques of organisational change; E Cameron and M Green (2004)

<http://books.google.com/books?id=6ntE9TLr7YYC&printsec=frontcover#v=onepage&q=&f=false>

Organisational Change – sociological perspectives; David Collins (1998)

A refreshing, radical critique.

<http://books.google.com/books?id=qS9gLOO5BQEC&printsec=frontcover#v=onepage&q=&f=false>

*The next 2 books represent a new field (change through “conversations and dialogue”)*

Appreciative Inquiry for Change Management; S Lewis, J Passmore and S Cantore (2008)

<http://books.google.com/books?id=eBF-YvfvITkC&printsec=frontcover>

Appreciative Inquiry Handbook – for leaders of change; D Cooperrider, Stavros (2008)

[http://books.google.com/books?id=Y7j\\_ ecbTvI0C&printsec=frontcover](http://books.google.com/books?id=Y7j_ ecbTvI0C&printsec=frontcover)

Managing Change and Innovation in public service organisations; Stephen Osborne and Kerry Brown (2005) This is a textbook – but well presented and gives a good sense of what the undergraduate student is now being taught.

<http://books.google.com/books?id=bTextIe53hWC&printsec=frontcover>

Radical Reforms – perspectives on an era of educational change; ed C Chapman and H Gunter (2009)

Gives a sense of what UK PAR has done to education.

[http://books.google.com/books?id=0wep0\\_R\\_NNoC&printsec=frontcover](http://books.google.com/books?id=0wep0_R_NNoC&printsec=frontcover)

### 3. Overviews on the reform experience

These are recent downloads – so I can't comment in detail –

[A study of public management in Europe and the US - - a study of national distinctiveness](#) ed W Kickert (Routledge 2008). Too expensive to buy  
<http://books.google.com/books?id=eT9NjUYpQAgC&printsec=frontcover&lr=>

[Public Management \(critical perspectives vol 4\) – expanding the scope of public management](#); ed S Osborne (2002)  
<http://books.google.com/books?id=Uwv3zk2DroQC&printsec=frontcover>

[Public Management \(critical perspectives vol 5\) – policy-making, ethics and accountability](#); ed S Osborne (2002)  
<http://books.google.com/books?id=IL6Nx8x0OtcC&printsec=frontcover&lr=>

[Governance in 21st Century; revitalising public services](#) ed Guy Peters and Savoie (McGill University Press 2001 )  
[http://books.google.com/books?id=X\\_ORmCynHRIC&printsec=frontcover&lr=](http://books.google.com/books?id=X_ORmCynHRIC&printsec=frontcover&lr=)

These are good writers – with practical experience.

[Taking Stock; assessing public sector reforms](#); ed Guy Peters and Savoie (McGill University Press 1998 )  
I bought this book – and it was immensely useful at the time.  
<http://books.google.com/books?id=1o0GvwoAp28C&printsec=frontcover&lr=#v=onepage&q=&f=false>  
[lse](#)

[Governance in a changing environment](#); ed Guy Peters and Savoie (1995)  
<http://books.google.com/books?id=IefM8Tit--gC&printsec=frontcover#v=onepage&q=&f=false>

[Transcending new public management – the transformation of public sector reforms](#); T Christensen and Per Laegreid (2007)  
The Scandinavians (particularly the Norwegians) always bring a freshness to the subject. I wonder why that is! The book is at <http://books.google.com/books?id=3wzM4x-Ax5IC&printsec=frontcover>  
You can find a review at - [http://www.innovation.cc/book-reviews/christensen2\\_20review9.pdf](http://www.innovation.cc/book-reviews/christensen2_20review9.pdf)

[State and local government reforms in France and Germany: divergence and unity](#); By Vincent Hoffmann-Martinot, Hellmut Wollmann (2006)  
<http://books.google.com/books?id=OQJNGtBXbdMC&printsec=frontcover#v=onepage&q=&f=false>

[The New Face of Government: How Public Managers Are Forging a New Approach](#); David E. McNabb (2009)  
From the US perspective – written by those with experience in management.  
<http://books.google.com/books?id=oqUhUB8JFaUC&printsec=frontcover&lr=#v=onepage&q=&f=false>  
[lse](#)

[Performance or compliance – public audit and performance management in 5 countries](#) ed Pollitt et al (OUP 1999). Too expensive to buy.  
<http://books.google.com/books?id=S2zIO3YwydkC&printsec=frontcover&lr=>

Managing Performance - international comparisons; G Bouckaert and J Halligan (2008)  
<http://books.google.com/books?id=VihjhkOQur4C&printsec=frontcover#v=onepage&q=&f=false>

Joined-up Government; ed V Bogdanor (British Academy 2005)  
With all the usual suspects – Chris Hood, Peri 6, William Plowden, Geoff Mulgan, Gerry Stoker et al  
<http://books.google.com/books?id=hOvOdZfduPAC&printsec=frontcover>

Implementing Holistic Government – joined up action from the ground; D Wilkinson and E Appellbee (1999)  
<http://books.google.co.uk/books?id=JKHEHMsCe5AC&printsec=frontcover>

Competency Management in the public sector – European variations on a theme; S Horten and D Farnham (2002)  
<http://books.google.com/books?id=zRWcRAApWL8C&printsec=frontcover>

Designing Government – from instruments to governance; ed F Eliadis, M. Hill and M Howlett (2005) largely a Canadian context – but don't let that put you off.  
<http://books.google.co.uk/books?id=44VQQ0m3lfEC&printsec=frontcover>

Business Performance Measurement – unifying theory and practice; ed A Neely (2008)  
This puts the breathless rhetoric about performance management into a good perspective.  
<http://books.google.com/books?id=EnFsx6svfL8C&printsec=frontcover>

Policymaking in Britain; P Dorey (2005)  
<http://books.google.com/books?id=09JCrGRyCJgC&printsec=frontcover>

Politicization of the civil service in comparative perspective: the quest for control; B. Guy Peters, Jon Pierre  
<http://books.google.com/books?id=ZnF4v0BbEa0C&printsec=frontcover#v=onepage&q=&f=false>

## 4. Systems Thinking

Seeing the forest for the trees – a manager's guide to applying systems thinking; Dennis Sherwood (2002)  
<http://books.google.com/books?id=vQcvzuKfB0oC&printsec=frontcover#v=onepage&q=&f=false>

Systems Thinking in the public sector – the failure of the reform regime and a manifesto for a better way; John Seddon (2008)  
<http://books.google.com/books?id=nTtMeaHJTIC&printsec=frontcover#v=onepage&q=&f=false>

A Systems Approach to Social and Organizational Planning: Cure for the Mess we're in; Gerrit Van Wyk (2003)  
[http://books.google.com/books?id=5HUI996b\\_V4C&printsec=frontcover#v=onepage&q=&f=false](http://books.google.com/books?id=5HUI996b_V4C&printsec=frontcover#v=onepage&q=&f=false)  
a useful overview and application to health systems.

Rethinking The fifth discipline: learning within the unknowable; Robert L. Flood (1999)  
<http://books.google.com/books?id=KHCPOD3UvVEC&printsec=frontcover#v=onepage&q=&f=false>

Systems thinking: managing chaos and complexity Jamshid Gharajedaghi (1999)  
<http://books.google.com/books?id=7N-sFxFntakC&printsec=frontcover#v=onepage&q=&f=false>

## 5. Handbooks – a lucky dip

Handbooks are a curious concept – very much a “lucky dip” and with a lot of politics presumably involved in editorial choice. The early titles for my money are the more interesting – but chacun a son gout!

Oxford Handbook of Public Policy ed M Moran, M Rein and R Goodin (OUP 2008).  
prohibitive pricing means that I'll have to rely on the googlebook version.

<http://books.google.com/books?id=83Q6vtNqmusC&printsec=frontcover&lr=>

Handbook of Organisation Theory and management; ed T Lynch and P Cruise (2006)

<http://books.google.co.uk/books?id=WiNx1sV-BmgC&printsec=frontcover&lr=>

Blackwell Handbook of Principles of Organisational Behaviour ed EA Locke (2000)

Organises what we know about managing people around 29 injunctions which are written by different people.

<http://books.google.com/books?id=kgnqs0W-kfwC&printsec=frontcover&lr=>

Handbook of Public Policy; ed B Guy Peters and Jon Pierre (2006)

<http://books.google.com/books?id=hV2JDRc4hwgC&printsec=frontcover&lr=>

Handbook of Public Policy analysis – theory, politics and methods; ed F Fischer et al (2006)  
650 pages!

<http://books.google.com/books?id=TEbippYQcqMC&printsec=frontcover&lr=>

Public Administration – a comparative perspective (6<sup>th</sup> edition); F Heady (2001)

<http://books.google.com/books?id=8wpmwuNVKIUC&printsec=frontcover&lr=>

Handbook Public Admin and policy in EU (van Hoek 2005)

[http://books.google.com/books?id=yqh4r\\_yhk54C&printsec=frontcover&lr=](http://books.google.com/books?id=yqh4r_yhk54C&printsec=frontcover&lr=)

Handbook of Strategy and Management ed Ferlie, Thomas and Whittington (Sage 2006)

<http://books.google.com/books?id=QqPiF1C7cy4C&printsec=frontcover&lr=>

Comparative Public Admin – the essential readings ed E. Otenyo and Lind N (Elsevier 2006). At 980 pages, pretty definitive!

<http://books.google.com/books?id=T08WvTyc5MC&printsec=frontcover&lr=>

Handbook on Development Policy and Management; Colin Kirkpatrick, R Clarke and C Polidano (2002)

<http://books.google.com/books?id=zuQZ0U87T94C&printsec=frontcover&lr=#v=onepage&q=&f=false>

*I own the next 4 books – and they are very typical academic treatments of PAR.*

Oxford Handbook of Public Management ed Pollitt et al (OUP 2007). Disappointing. The Oxford Public policy handbook looks much better

[http://books.google.com/books?id=\\_0epYa1LF8MC&printsec=frontcover&lr=](http://books.google.com/books?id=_0epYa1LF8MC&printsec=frontcover&lr=)

New Public Management – current trends and future prospects; ed K McLaughlin, SP Osborne and E Ferlie (2002)



[http://books.google.com/books?id=xlpo03\\_uqSwC&printsec=frontcover](http://books.google.com/books?id=xlpo03_uqSwC&printsec=frontcover)

Public Management Reform – a comparative analysis; C Pollitt and G Bouckaert

<http://books.google.com/books?id=PVUC-Pu9ba8C&printsec=frontcover>

Comparative Public Administration; ed JA Chandler (2000)

<http://books.google.com/books?id=5fRkZaklJAC&printsec=frontcover&lr=>

## 6. Some Tools for consultants/trainers

I was amazed to find such practical treasures online.

The Team Handbook; Peter Scholtes et al (2003)

<http://books.google.com/books?id=ZCW8b3uai04C&printsec=frontcover&lr=>

Leadership Development – paths to self-insight and professional growth M London (2000)

<http://books.google.com/books?id=-jAz8-cnuWkC&printsec=frontcover&lr=>

The Encyclopedia of Leadership – a practical guide to popular leadership theories and techniques; M Hiebert and B Klatt (2001)

Simply a stunning book – of almost 500 pages – which provides about 10 tools for 12 key leadership skills.

<http://books.google.com/books?id=JosFRW9H2EwC&printsec=frontcover>

Planning in the face of power; John Forrester (1989)

<http://books.google.com/books?id=JN02fQmxROC&printsec=frontcover>

This – and the next book – look very rare, detailed descriptions of what those of trying to change what governments do get involved with.

The Deliberative practitioner – encouraging participatory planning processes John Forrester (1993)

<http://books.google.com/books?id=ywJXreTLoBcC&printsec=frontcover&lr=>

Strategic Management in public and non-profit organisations; Jack Koteen (1997)

<http://books.google.com/books?id=PdoSBPvcyRcC&printsec=frontcover>

Effective People; Stephen Prosser (2005)

This is quite excellent – a very thoughtful overview by someone who has done it!

[http://books.google.com/books?id=65x\\_ZS\\_UkiYC&printsec=frontcover#v=onepage&q=&f=false](http://books.google.com/books?id=65x_ZS_UkiYC&printsec=frontcover#v=onepage&q=&f=false)

Effective Training strategies; J and A Davis (Berret-Koehler 1998)

<http://books.google.com/books?id=QoSwxuQU4YC&printsec=frontcover&lr=>

Training and Development SourceBook; L Baird et al (HRD Press 1994)

<http://books.google.com/books?id=vnyFFWL0loEC&printsec=frontcover&lr=>

Learning and Development for managers – perspectives from research and practice E SadlerSmith (Blackwell 2005)

[http://books.google.com/books?id=xj\\_T9Z7i\\_9IC&printsec=frontcover&lr=](http://books.google.com/books?id=xj_T9Z7i_9IC&printsec=frontcover&lr=)

Diagnosing and changing organisational culture; Robert Quinn (Addison Wesley 1998)

<http://books.google.com/books?id=bIRwWniTsUAC&printsec=frontcover&lr=>

Designing Training Programmes – the critical events model L and Z Nadler (Gulf Pub 1994)

<http://books.google.com/books?id=Nf2iqjsGX5MC&printsec=frontcover&lr=>

50 Activities for developing counselling skills in managers; Roy Bailey (1991)  
<http://books.google.com/books?id=IXNDcgFNkNsC&printsec=frontcover>

50 activities for self-directed teams; G Parker and R Kropp (1995)  
[http://books.google.com/books?id=RqOIT\\_1By6EC&printsec=frontcover](http://books.google.com/books?id=RqOIT_1By6EC&printsec=frontcover)

50 activities for developing leaders; L Hart (1994)  
[http://books.google.com/books?id=6\\_YBy-owHGcC&printsec=frontcover](http://books.google.com/books?id=6_YBy-owHGcC&printsec=frontcover)

Faultless Facilitation – resource guide for team leaders and facilitators; L Hart (1996)  
<http://books.google.com/books?id=RIFgXoIVBRIC&printsec=frontcover>

## 7. The ethical dimension

The Power of servant leadership; Robert Greenleaf and Larry Spears (1998)  
<http://books.google.com/books?id=5KRv7BSVi5gC&printsec=frontcover#v=onepage&q=&f=false>

Servant Leadership – a journey into the nature of legitimate power and greatness; Robert Greenleaf and Larry Spears (2002)  
<http://books.google.com/books?id=gOexpCA5JqIC&printsec=frontcover#v=onepage&q=&f=false>

The Ethics challenge in public service – a problem-solving guide: CW Lewis and S Gilman (2005)  
<http://books.google.com/books?id=v8JxvXCzmfEC&printsec=frontcover&lr=>

Ethics in public service – the moral mind at work C Garofalo and D Geuras (Georgetown University Press 1999)  
<http://books.google.com/books?id=UQuUQXdsVk0C&printsec=frontcover>

Management, organisation, and ethics in the public sector; Patrick Bishop, Carmel Connors, Charles J. G. Sampford (2003)  
<http://books.google.com/books?id=EEcKJEOddhcC&printsec=frontcover#>

Human Resource Development F Sofo (Australia) Contains interesting stuff on coaching, action research etc  
<http://books.google.com/books?id=JBOdRIxwgx8C&printsec=frontcover&lr=>

Unmasking Administrative Evil; G Adams and D Balfour (2004)  
Explores the lessons from experiences ranging from Concentration camps to the Challenger shuttle explosion. Why are there not more books dealing with such realities? Too many books in this field are either rationalistic celebrations or neo-liberal whinges.  
<http://books.google.com/books?id=3WJfJ7vKKWwC&printsec=frontcover&lr=>

## 8. Technical Assistance

Helping People Help Themselves: From the World Bank to an Alternative philosophy of development assistance; David Ellerman (foreword by Albert O. Hirschman) <http://books.google.com/books?id=uqfm-nA66z8C&printsec=frontcover#v=onepage&q=&f=false>  
Begin with the overarching issues!

Governance and Nationbuilding; Kate Jenkins and William Plowden (2006) [http://books.google.com/books?id=324zFs02\\_DcC&printsec=frontcover](http://books.google.com/books?id=324zFs02_DcC&printsec=frontcover)

Critical Mission – essays on democracy promotion; T Carothers (2004) [http://books.google.com/books?id=vNT\\_wEr63mYC&printsec=frontcover&lr=#v=onepage&q=&f=false](http://books.google.com/books?id=vNT_wEr63mYC&printsec=frontcover&lr=#v=onepage&q=&f=false)

East-west co-operation in public sector reform: cases and results in Central Europe; Frits van den Berg, György Jenei, Lance T. LeLoup (2002) <http://books.google.com/books?id=n7uDPMKEx0AC&printsec=frontcover#v=onepage&q=&f=false>

Aiding Democracy Abroad – the learning curve; T Carothers (1999) <http://books.google.com/books?id=R7RGfnIL7LUC&printsec=frontcover>

Uncharted Journey – promoting democracy in the middle east; T Carothers and C Ottoway (2005) <http://books.google.com/books?id=SCKvSGKhJwIC&printsec=frontcover>

Democracy, Europe's core value? On the European profile in world-wide democratic assistance; ed Marieke van Doon and von Meijenfeldt (2007) <http://books.google.com/books?id=8c98qZx8x4cC&printsec=frontcover#v=onepage&q=&f=false>

International Development Governance; Ahmed Shafiqul Huque, Habib Mohammad Zafarullah (2006) <http://books.google.com/books?id=kHPqelbvLHgC&printsec=frontcover&lr=#v=onepage&q=&f=false>

## 9. More theoretical

Governance and the public sector; Ron Hodges (2005) <http://books.google.com/books?id=3K0715POTNMC&printsec=frontcover#v=onepage&q=&f=false>  
key readings

Beyond liberal democracy – political thinking for an east asian context; Daniel A Bell (2006) <http://books.google.com/books?id=rAcKHfKjzKUC&printsec=frontcover>

Government – a public administration perspective; Jos Raadschelders (2003)  
This is one of the few books I know which tries to create a bridge between the various disciplines which study government. It's one I would like to buy – but the price is ridiculous!  
<http://books.google.com/books?id=zTZ3hURpbB0C&printsec=frontcover&lr=>

Transitions from authoritarianism – the role of the bureaucracy; ed Randall Baker (2002)

<http://books.google.com/books?id=TI4BIC2uIkGC&printsec=frontcover&lr=>

Images of Organisation; Gareth Morgan (edition 2008)

A path-breaking book when it first appeared in 1986, it shows how our thinking about organisations is basically constructed on metaphors – the organisation as a machine, organisms, brain, power systems etc.

<http://books.google.com/books?id=h-f429ueNRYC&printsec=frontcover>

Understanding Organisations; M Shukla (2004)

A very clearly written exposition of the field – which starts with a summary of the Morgan metaphors.

<http://books.google.com/books?id=HErgoKxVURIC&printsec=frontcover#v=onepage&q=&f=false>

The Management of scale – big organisations, big decisions, big mistakes; David Collingridge (1992)

This really appeals to the anarchist in me!

<http://books.google.com/books?id=TwcOAAAAQAAJ&printsec=frontcover>

Public management in an interconnected world – essays in the Minnowbrook tradition; ed T Bailey and R Mayer (1992)

Minnowbrook injected some social commitment to US public admin in the early 1970s (see Wikipedia)

[http://books.google.co.uk/books?id=SI8RiXY\\_gucC&printsec=frontcover&lr=](http://books.google.co.uk/books?id=SI8RiXY_gucC&printsec=frontcover&lr=)

Contemporary Debates in public administration; ed A Dhameja (2004)

Seems a very good overview.

[http://books.google.co.uk/books?id=saXIavbvg\\_UC&printsec=frontcover](http://books.google.co.uk/books?id=saXIavbvg_UC&printsec=frontcover)

Organisation Change – a comprehensive reader; Warner Burke, Dale G. Lake, Jill Waymire Paine (2008)

At 1,000 pages, it traces the history of this subject – with original articles.

<http://books.google.com/books?id=JZ0rkeNvVkcC&printsec=frontcover&lr=#v=onepage&q=&f=false>

Social Science under debate – a philosophical perspective; M Bunge (2000). 600 pages!

If I can't access Andreski's Social Science as Sorcery, this is the next best thing!

<http://books.google.com/books?id=-MLjZzJLbpcC&printsec=frontcover&lr=>

Public Administration and public management – the principal-agent perspective

J Erik Lane (2002)

[http://books.google.com/books?id=zWl\\_ripbvhMC&printsec=frontcover&lr=](http://books.google.com/books?id=zWl_ripbvhMC&printsec=frontcover&lr=)

Debating Governance; ed Jon Pierre (2000)

<http://books.google.co.uk/books?id=vkjEQBNEaYIC&printsec=frontcover>

Rethinking Administrative Theory – challenge for the new century; Jong Jun (2005)

[http://books.google.com/books?id=g9xYJUtp\\_0C&printsec=frontcover](http://books.google.com/books?id=g9xYJUtp_0C&printsec=frontcover)

The Values of Bureaucracy; ed Paul du Gay (2005)

<http://books.google.com/books?id=NWymjSz9dGAC&printsec=frontcover#v=onepage&q=&f=false>

The Politics of public service bargains – reward, competency, loyalty and blame; C Hood and M Lodge (2006)

<http://books.google.com/books?id=u9Z2UmyWRAMC&printsec=frontcover&lr=>

Economics, values and organisations; A Ben-Ner and L Putterman (2000)

[http://books.google.com/books?id=\\_UhVaWHDKOoC&printsec=frontcover](http://books.google.com/books?id=_UhVaWHDKOoC&printsec=frontcover)

Democracy and public administration; ed R Box (2002)

<http://books.google.co.uk/books?id=8wHJgMggPkMC&printsec=frontcover&lr=>

The Government and Politics of the European Union – 6<sup>th</sup> edition; Neill Nugent (Duke University Press 2006)

<http://books.google.com/books?id=Z3fthrUsT70C&printsec=frontcover&lr=>

Character Strengths and Virtues C Peterson and M Seligman (OUP 2004). An amazing 800 page overview of wisdom by one of the guys behind positive psychology (Seligman)

<http://books.google.com/books?id=QqPiF1C7cy4C&printsec=frontcover&lr=>

Market-driven politics – neoliberal democracy and the public interest; Colin Leys (2001)

<http://books.google.com/books?id=CbGDfAM8JVcC&printsec=frontcover>

Evaluation in public sector reform – concepts and practice in international perspective; ed H Wollmann (2003)

Wollmann is always a thoughtful writer. The book makes the point that “evaluation” and “PAR” for too long have existed in separate compartments.

<http://books.google.com/books?id=e8bsrWlaCwC&printsec=frontcover>

School Development – theories and strategies – an international handbook; Per Dalin (2005)

<http://books.google.com/books?id=nqTXyhukgGIC&printsec=frontcover#v=onepage&q=&f=false>

## **10. Critical Books on Management and management consultancy**

Management Fads and Fashions; David Collins (2000)

<http://books.google.com/books?id=CciFbLv7z-YC&printsec=frontcover&lr=#v=onepage&q=&f=false>

Management Gurus and Fashions; Brad Jackson (2001)

<http://books.google.com/books?id=Ejynaz9YvJ0C&printsec=frontcover&lr=#v=onepage&q=&f=false>

Critical Consulting – new perspectives on the management advice industry; T Clark and R Fincham (2002)

[http://books.google.com/books?id=95\\_xCVaC2McC&printsec=frontcover&lr=#v=onepage&q=&f=false](http://books.google.com/books?id=95_xCVaC2McC&printsec=frontcover&lr=#v=onepage&q=&f=false)

Management Gurus – what makes them and how to become one; A Huczynski (1993)

<http://books.google.com/books?id=lq8OAAAAQAAJ&pg=PP1&dq=Huczynski&lr=&ei=fXF6SsOSKI2EzAS3g6jgDA#v=onepage&q=&f=false>

The new bureaucracy: quality assurance and its critics; Max Travers (2007)

<http://books.google.com/books?id=40KbtiM2FrcC&printsec=frontcover#v=onepage&q=&f=false>

## 11. Some Favourites

Managing in four worlds – from competition to cocreation; Ronnie Lessem and S Palsule (1999)

<http://books.google.com/books?id=xg1kk4xVth8C&printsec=frontcover#v=onepage&q=&f=false>

The Power of servant leadership; Robert Greenleaf and Larry Spears (1998)

<http://books.google.com/books?id=5KRv7BSVi5gC&printsec=frontcover#v=onepage&q=&f=false>

Servant Leadership – a journey into the nature of legitimate power and greatness; Robert Greenleaf and Larry Spears (2002)

<http://books.google.com/books?id=gOexpCA5JqIC&printsec=frontcover#v=onepage&q=&f=false>

Effective People; Stephen Prosser (2005)

This is quite excellent – a very thoughtful overview by someone who has done it!

[http://books.google.com/books?id=65x\\_ZS\\_UkiYC&printsec=frontcover#v=onepage&q=&f=false](http://books.google.com/books?id=65x_ZS_UkiYC&printsec=frontcover#v=onepage&q=&f=false)

The drama of leadership – artists, Craftsmen and technocrats and the struggle that shapes organisations and societies; P Pitcher (1997)

<http://books.google.com/books?id=hBD21mJwV8C&printsec=frontcover#v=onepage&q=&f=false>

And, as a bonus, some other (non-google) references –

[http://www.innovation.cc/books/guide\\_innovate\\_organization.pdf](http://www.innovation.cc/books/guide_innovate_organization.pdf)

For an excellent site about learning - [http://www.infed.org/encyclopaedia\\_index.htm](http://www.infed.org/encyclopaedia_index.htm)

Community Toolbox; <http://ctb.ku.edu/en/>

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