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Jessica Kingsley Publishers

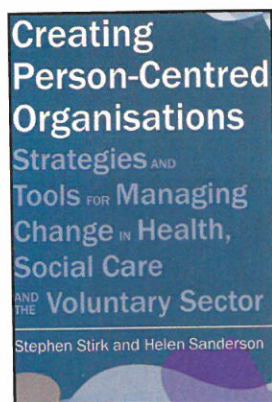
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Creating Person-Centred Organisations

Strategies and Tools for Managing Change in Health, Social Care and the Voluntary Sector

Stephen Stirk and Helen Sanderson. Jessica Kingsley Publishers. ISBN: 978-1-84905-260-3. Paperback: £29.99 (www.jkp.com)



systems, processes, practices and cultures are themselves more person-centred. This means changing the way that teams meet, staff are

///A person-centred organisation has people at heart – both people it serves and people it employs”, is this book’s opening statement. It asserts that organisations are more likely to be able to provide services that deliver the values of personalisation if

supported and leaders lead. The book is packed with tried-and-tested ways of achieving these changes.

The co-author, Helen Sanderson, is rightly regarded as a ‘big thinker’ on the person-centred approach, and has co-authored many seminal works on personalisation. Although the book draws on her extensive work with social care provider organisations (and indeed the other co-author, Stephen Stirk, works for a national disability charity) many of the strategies are highly applicable to social work settings.

It is a treasure-trove of good ideas which social workers will find useful in their day-to-day practice – for example, person-centred reviews and guidance on Individual Service

Funds. Social work managers who want to manage in a more person-centred way will find it useful as there are chapters on leadership and person-centred team-work. However, some of the sections were tantalisingly brief – such as learning and development – and I look forward to the hinted-at book on the subject.

Policy-makers working on strategies for promoting the cultural change set out in the white paper *Caring for our future*, would do well to consider the book’s challenge that “what is being expected of staff by the organisation aligns with what people who use the service want and expect”.

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