



# Führung im Widerspruch: Management in Sozialen Organisationen (German Edition)

*Michael Herzka*

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Das Management von Organisationen im Sozial-, Bildungs- und Gesundheitswesen ist komplex und spannungsvoll. Die zahlreichen Anspruchsgruppen – Mitarbeitende, Aufsichtsgremien, Finanzierer, Klientinnen und Klienten – haben unterschiedliche Interessen, der wirtschaftliche Druck ist groß. Der Nutzen von Drogenprävention oder die Qualität einer glücklichen Kindheit lassen sich zwar nur sehr ungenau berechnen, dennoch muss mit den eingesetzten Mitteln ein guter Return erzielt werden. Es gilt, langfristige Wirkungen und kurzfristige Ergebnisse, Ethik und Wirtschaftlichkeit in Einklang zu bringen. Die daraus resultierenden Widersprüche im Spannungsfeld von Ökonomie und sozialer Gerechtigkeit lassen sich nicht überwinden oder auflösen. Das Buch zeigt, wie Führungskräfte damit einen professionellen und produktiven Umgang finden können.

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