Specific Aims

- To study differences between private and public Italian services
- To examine in Italy and the U.S. cross-cultural fit of assessments, and compare profiles

Demographics & Background for the Veneto Sample

Gender & Age of Staff

Discipline/Profession of Staff

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I risultati dello studio “Flessibilità organizzativa”
(“Organizational Functioning”: Results of the Study)
Dr. Pat Flynn & Dr. Dwayne Simpson
Texas Christian University (TCU)

La flessibilità organizzativa nei dipartimenti
delle dipendenze - (The organizational readiness
to change of Veneto Region Drug Departements).
Venice, Italy; 20-21 Sept 2004

Caseloads & Years of Experience

Private vs. Public Programs

- Staff at Public programs are –
  - older
  - trained in Counseling or Nursing
  - less formal education
  - serving larger caseloads
  - at their jobs for more years

Organizational Functioning

Simpson, 2001 (addiction)

Organizational Assessments & Functioning

Simpson, 2002 (J Substance Abuse Treatment)

Funzionamento Organizzativo

Simpson, 2002 (J Substance Abuse Treatment)

Coefficient Alpha Reliabilities for
Italian and U.S. ORC (staff version)

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Conclusions about the Survey

- Statistical Reliability of ORC –
  - is similar in U.S. & Italy
  - most scales have good reliability
  - results were consistent for –
    - Web-based survey completions
    - Mailed surveys
  - rating scores confirmed by “comments”

Organizational Cohesion Scale

1. Staff here all get along very well? 30
2. They always work together as a Team? 40
3. They are quick to help one another? 30
4. Mutual trust and cooperation is strong? 40

Average = 35

Funzionamento Organizzativo

Clima: Coesione (Scale scores range 10-50)

64 Programs (in Italy)

Funzionamento Organizzativo

Motivazione:
- Necessità del servizio-35
- Necessità formative-34
- Pressioni a cambiamento-30

Personale:
- Crescita-32
- Efficacia-37
- Influenza-32
- Adattabilità-35

Risorse:
- Uffici-30
- Equipe-33
- Formazione-29
- Attezzature-28

Clima:
- Mission-34
- Coesione-35
- Autonomia-35
- Comunicazione-31
- Stress-34
- Cambiamenti-33
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