Rosenberg, Gary and Weissman, Andrew (eds) (1995) *Social Work Leadership in Healthcare, Directors' Perspectives*. Binghampton, NY: the Haworth Press, 116 pp.

This book is a collection of articles by directors of social work departments in North American health care institutions. They all provide us with an overview of their changing environment and organisational settings and the effect these developments have upon their leadership. The editors set out to "provide a set or responses to a changing healthcare environment and to provide models that help improve the social work services functions in healthcare organizations". The book is co-published as a special volume of the Haworth journal *Social Work in Health Care*, and as such forms a sequel to an earlier 1987 special volume of the same journal.

The six contributions have great value as coming from a directors' perspective. This implies this is not an account of research findings or a reshuffle of management science prescriptives. The result is six articles which each touch upon similar areas of attention, such as the setting from which the author writes, the changes that occured over the past years/decades, how the social work department is set within the overall institutional structure, how the author perceives his/her management style and which aspects are seen as critical for succes, how the department is involved in education and internships, in collaborative networks and how it relates with the community it serves. Sharing this common, though loose structure, the book can be read two ways. Either one reads chapter by chapter, or alternatively, one reads e.g. the section on education and internships across all chapters. Both perspectives make reading the book an interesting journey into directors' perspectives. The contributions stand out for their personal point-of-view with some chapters tending towards providing curriculum-vitae-like overviews of the careers of the authors.

Having provided this information about the book, it is also necessary to point at some of it's major weaknesses and missed opportunities. For one, while the book offers the reader several personal account from directors on their changing leadership, it does not sufficiently document the circumstances leading to these changes. Some of the aspects of demographic or economic changes in the environment of health care are mentioned, but no consistent framework and analysis is given. The attempt at the end of the book is far too short to convince or be useful. Also, none of the material is being reflected upon from a comparative perspective. It is building upon experiences gained in North America and clearly aimed at a North American readership. This is a pitty as several of the changes in health care are taking place in numerous countries across the Western world. It would be interesting to see whether similar changes in leadership occur in non-North American settings.

In concluding, this is a book providing a set of unique, personal accounts from directors of social work departments in health care, reflecting upon their changing environment and leadership. It is well worthwile reading, offering a welcome directors' perspective variation upon the well known leadership theme.

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