Leadership and Policing

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**Introduction**

Leadership is recognized as one major pillar of the policing department. The objective of establishing appropriate law enforcement can never be achieved without a suitable form of supervision. It is crucial for the leader in policing to possess some great qualities to meet the standards of application of the law successfully. It is noteworthy to mention that the role of leadership in policing is one complex phenomenon that is associated with various aspects of consideration. The selection of suitable supervisors is a difficult decision for a local police chief or sheriff that requires a critical analysis of some significant leadership qualities in potential candidates. This paper focuses on identifying and critically analyzing leadership qualities that are mandatory within the context of effective leadership for law enforcement agencies.

**Discussion**

At the first stage of analyzing the characteristics of great leaders in policing, it is important to apprehend the basic idea of leadership. This form of consideration is necessary to attain the basic background of the theoretical approach of leadership. The practical application of leadership relevant to various forms of leadership styles and traits of the individuals as leaders. The leadership requirements in case of particular situations also greatly influence the domain of leadership.

**The Concept of Leadership**

The theoretical ide of leadership is defined as the systematic process by which a person impacts others to achieve different organizational objectives. Leaders have to play their role as motivators to provide suitable operational direction to the followers or subordinates. Various forms of organizational tasks can never be achieved without the team member and the leader is responsible for building strong communication and association between all the team members.

The overall procedure of leadership demands organizational leaders to positively impacts the performance of others to accomplish a mission in the context of organizational performance (Daft, 2014). The basic idea behind the entire process of leadership is that leaders are the ones who help themselves and assist others in accomplishing the right targets in the right way. The participation of a supervisor as a leader is critical to develop direction and inspire others in the form of vision.

**Leadership in Policing**

The practical applications of the idea of leadership are policing is categorized as one necessary condition to achieve objectives of law enforcement effectively and efficiently. It is important to consider that policing leadership style is different from the conventional approach of leadership practices due to different professional requirements. Application of effective law enforcement leadership is a crucial condition to address the requirements of the nature of police work successfully. The active and dynamic role of the leader in policing is important to address different challenges successfully appears for law enforcing agencies. Only exceptional leaders can timely assess the need for important practical measures according to the demand for complex situations of law enforcement (Hughes, 2010). Law enforcement supervisors must possess diverse and crucial leadership skills to successfully connects with extensive work domains within the establishment of the police agency.

There are some substantial attributes that help leaders to implement the idea of leadership in policing successfully. The facet of particular leadership qualities in the context of policing is eventually linked with consideration of ethical standards. It is mandatory for leaders in policing department to play their role as an ethical supervisor who religiously follows the organizational code of conduct. Integrity and work ethics are two necessary conditions to obtain the objective of effective leadership in the case of law enforcement agencies (Schafer, 2010). A leader or supervisor in the policing department needs to be morally correct and strong individual to ensure smooth processing of law enforcement. Biased and unfair leadership practices encourage criminals to remain involves in different criminal activities.

**Necessary Qualities for Effective Leadership within Law Enforcement Agencies**

Identification and detailed analysis of specific leadership qualities is a crucial approach to determine what makes an individual to an influential leader to achieve targets of law enforcement. This specific form of understanding is vital to recognize how leadership in policing is more crucial and dynamic as compared to the conventional approach of leadership. Possession and application of specific leadership attributes play a critical role in successfully achieve potential targets of law enforcement agencies as a supervisor. Leadership crisis in the policing department can only overcome by offering some proactive leadership approaches to timely assess challenging aspects and propose influential practical strategies.

The application of a successful combination of key competencies and leadership traits is the main idea to ensure the influential role of a leader in policing. The development of attainable vision is characterized as one basic quality of leader as a supervisor within the broad area of law enforcement agencies. A leader can only be considered as effective and inspirational through the development of a wise vision for the law enforcement agency (Sarver & Miller, 2014). It is important for a leader to understand the working domain of the entire group to construct new performance targets accordingly. The development of a positive vision for the future of law enforcement requires a comprehensive analysis of the entire department position. It is obligatory for the leader of policing agencies to successfully and timely recognize and assess existing and long-term challenges. This form of consideration can be helpful for the leader to develop an organization’s vision by considering the potential risks and capabilities of all the team members. The organizational vision developed by the leader should focus on enhancing cooperation and communication within all the stakeholders.

Inspiration is another important quality that should be possessed by the leader in the case of the law enforcement department. The law enforcement leader needs to be inspiring and motivating for others to increase the personal performance level of all the team members as followers. The target of developing and sharing organizational vision can never be achieved without the attribute of inspiration. The role of the leader in policing is important to create means and domains of motivation for individual and organizational success. The leader in policing should play its role as the source of inspiration and motivation for others (Russell & Gregory Stone, 2002). An inspirational leader in the context of policing is responsible to effectively and actively communicate with subordinates to achieve targets of organizational performance.

Regular communication with all the members is necessary to condition to understand organizational concerns better and successfully perform different tasks of law enforcement. The ultimate objective of public safety by policing can never be achieved without active collaboration between supervisors and employees. The characteristics of inspiration and intelligence should portray by the leader as practical examples for the followers to achieve a higher level of individual and organizational performance.

Accountability is another critical and mandatory quality of effective leadership in the scenario of law enforcement. The implication of this specific attribute is most important when it comes to providing law enforcing services to society. It is one core responsibility of a leader to possess a clear character by accomplishing the ethical standards of policing. A police leader needs to be accountable in front of both his superiors and the followers. A successful application of vision is only possible by adopting practical measures in a fair and accountable manner. The characteristic of accountability demands supervisor in policing to work to achieve goals of law enforcement consistently. The organization's expectations need to be fulfilled by the leader to characterized his position as an accountable leader. The supervisor should accept the responsibility first to expect exceptional performance levels by all the staff members as followers. The involvement of the comprehensive process of accountability makes it easy for leaders to understand their responsibilities in an effective manner and perform accordingly. Moreover, it is also integral for a leader in policing to foster an accountable working environment to achieve organizational objectives by establishing better forms of law enforcement (Smykla, Crow, Crichlow, & Snyder, 2016). The development of an accountable environment is a necessary condition to obtain the target of sustained productivity in both cases of short-term and long-term implications.

Passion is another mandatory quality that needs to be followed by a leader in the policing department to deliver successful results in the end. It is viable for a leader to understand the complex nature of law enforcement work and successfully align personal performance levels according to requirements. A passionate leader or supervisor can only positively motivate others to achieve organizational tasks of appropriate forms of law enforcement for the public. Sharing passion with other team members is an essential condition to ensure a successful performance approach by the entire policing department.

The prominent role of leaders can be observed in the case of diverse forms of organizations. The active implications of the process of leadership can be recognized in the case of dynamic non-governmental business organizations, the public sector, or even in the case of non-profit organizational entities. The active role of a leader is crucial in the case of every nature of organizational setting to successfully accomplish basic organizational objectives and goals. It is significant to examine the involvement of the leader in the context of public sector organizations because it requires the involvement of diverse and wide-ranging stakeholders. The contribution of the leader in this scenario is immensely crucial to consider the needs of the public and motivate the entire team to apprehend public objectives successfully.

**Conclusion**

To conclude the discussion about the effective role of a leader in policing, it is vital to indicate that the complex work nature of law enforcement demands the application of a dynamic form of leadership. It is important for leaders in policing to adopt different leadership styles according to the requirements of the specific situation. Additionally, a successful combination of different leadership qualities is a necessary condition to achieve the potential targets of the policing department.

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