Executive Leadership: A review of Pertinent Leadership Principles for Law Enforcement

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The article in question is a well-researched document published in the journal of California Law Enforcement published in 1998 and authored by Mark A. Wright. It gives a concise review of the principles of leadership required for law enforcement and the challenges faced by them.

Effective policing organizations can only function when the executive leadership is aware and equipped to tackle the multiplicity of challenges faced by them. Law enforcement is an ever-evolving area of leadership. There are times when the law enforcement organizations need to adapt to changing circumstances to function effectively. Executive leaders should understand that and make that transition as fluid as possible. It also needs to be understood that evaluation mechanisms for law enforcement agencies should also be determined considering the evolving law and order context. Factors usually used for the measurement of a department’s overall effectiveness are typically some aspect of response time or fulfilment of calls for service, which has become obsolete. Another big challenge that has appeared for the law enforcement agencies is that of cyber-crimes. In this day and age, law enforcement agencies also need to build defense mechanisms for the protection of their national assets from cyber-criminals. Such mechanisms cannot be developed without direct involvement from the executive leadership.

In my experience, law enforcement executives should be prepared to listen to their sub-ordinates for the development of a fluid working model. They should adopt a more flexible approach towards evolving problems such as cyber-security. It should be understood that problems related to cyber-security could only be solved by the employment of experienced cyber-professionals. If they remain rigid and stagnant, criminals will come up with better approaches to counter them. Another factor that law enforcement executives should appreciate is that in human beings, personal pride is a very big motivation. Personal pride should be strongly associated with organizational pride. Another prime reason of concern for the law enforcement executives includes the recruitment of the next generation. The coming generations will be very different than the previous ones. The effects that digitalization may have on the working class still remain to be seen. The skills required to manage them and make them effective will thus, also be different. It remains an area ripe for research for management consultants. Many law enforcement executives and leaders established their careers in earlier times and remain influenced by models established by traditionalist cultures. Even though, these associates have initiated huge transformations over the past 4 decades and are not resistant to strategic change, fiddling with longstanding executive structures, standards for performance, or benefit and payment schemes may be difficult for them to accept.

Executive leadership for law-enforcement requires vision, imagination, attention to organizational accomplishment, stratagem, an understanding of apt management techniques and a reflective organizational evaluation. It necessitates honesty, trustworthiness and principles. True leadership inspires people and people inspire true leaders. Leaders have the ability to carry a torch that shatters the gloom of the commonplace. They are self-aware and have the vision of where they are going. They have the energy to endure the journey and the aptitude to plan it. Their charisma wheels it and their skills of organization, professional ability, hold of the technical and human understanding get them there. Law enforcement executives transform societies when their people believe in them. In order to achieve these objectives, law enforcement executives need to understand the importance of forming partnerships with the people and developing relationships (Jurkanin & Illinois Law Enforcement Training and Standards Board, 2001). Correspondingly, leaders also have the ability to motivate people to excel in their respective fields. They have the ability to align competing goals to reach common purpose.

**Works Cited:**

Jurkanin, T. J., & Illinois Law Enforcement Training and Standards Board. (2001). *Enduring, surviving, and thriving as a law enforcement executive*. Springfield, Ill.: Charles C Thomas. /z-wcorg/.