

Lessons from adaptive change leadership in criminal justice essays example

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The institution of an adaptive change initiative is a process. Adaptive change requires a complete alteration of processes and ways of conducting activities. The study of how to lead an adaptive change in criminal justice leadership is one that has several lessons. As a criminal justice leader, these are lessons applicable to my day-to-day work. Of these learning experiences, perhaps the most important is the need for patience in criminal justice leadership. This essay looks at the importance of patience in criminal justice leadership and its application in leading an adaptive change.

As a criminal justice leader, patience is a critical attribute. This attribute holds particular importance when introducing an adaptive change in an organization. Since an adaptive change affects people's emotions and may hurt their feelings, the leader must understand this and be willing to wait for the change process to take root. As a leader, I have learned that adaptive change is a gradual process that will follow several stages. Initial opposition and even attacks are some of the possible outcomes. However, for the change to be successful, a leader must persevere and bide his time.

With the knowledge gained, I can apply my influence as a leader to motivate others to implement change. For instance, in ethical issues, I can model the ethical conduct that I would wish to see in the organization where I work. Then, I would gradually introduce this change in the organization. In doing this, I will apply the strategies learned in the course for instance by finding partners to help me in the process. In this way, I would develop trust with others, a gradual process requiring patience.

References

Heifetz, R. A., & Linsky, M. (2002). Leadership on the Line: Staying Alive through the Dangers of Leading. Boston: Harvard Business School Press.