

Example of leadership and its applicability to criminal justice article review

[Law](#), [Criminal Justice](#)



Summary of the Article

The article entitled “ Transformational Leadership and Staff Training in the Law Enforcement Profession” written by Bynum (2013) and published online in The Police Chief presented relevant issues on transformational leadership and training personnel as applicable to the criminal justice profession.

Initially, the author discussed the aspects of the four I’s of leadership, to wit: “ individualized consideration, idealized influence, inspirational motivation, and intellectual stimulation” (Bynum, 2013, par. 3). Aside from these facets, the study conducted by Murphy and Drodge (2004) that revealed that transformational leadership is a social process that involves different members of the law enforcement organization. As contented, leadership was not to be solely confined to the higher levels of the echelon; but, each member of the organizational hierarchy should be able to exemplify and manifest leadership skills. For law enforcement agencies, it was stressed that training supervisors and managers or officers in organizational set-ups like in the criminal justice profession need to be emphasized to ensure that the full potentials of all officers are duly maximized..

Likewise, Bynum (2013) also presented the importance of training police officers to include studies conducted by other law enforcement officers. One study disclosed that there are two types of training: (1) corporate training; as well as (2) in-service or situational learning. Another study contented that training should be conducted according to three categories: (1) organizational, (2) operational; and (3) personal. There was an importance accorded to providing training to all personnel, regardless of roles, positions, and responsibilities. Only through the development of personnel would

organizational growth be deemed possible. The aspect of developing personnel and officers, alike, in the criminal justice profession took into account training of staff and officers to be apprised of transformational leadership concepts which would maximize the officers' potentials and ultimately contribute to their organizations' goals.

Significance of the Article

The article manifests applicability in criminal justice through the transformational leadership concepts and by outlining situations where leaders could facilitate the achievement of personal, professional, as well as organizational goals. The concept of transformational leadership, for instance, was discussed through citing studies that differentiated its application from traditional organizations. It was clearly noted that when officers are in the field, they must be able to discern the leadership skills that need to be applied. As disclosed, "they cannot wait for directions from their leader but rather must be willing to "step up" and take charge of the situation" (Bynum, 2008, par. 7). Likewise, the author was able to solicit support from other authoritative sources by citing previous studies on the subject of transformational leadership in a law enforcement environment; as well as staff training that particularly applies to police officers.

Critique of the Article

The information was effectively structured and written in a fairly comprehensible manner. The author was highly credible given the educational background and expertise in the field. It was noted for the readers' review that the author's credentials as corrections sergeant for more than 25 years;

in conjunction with degrees in criminal justice, educational leadership, and public management, make him an expert on the topic being discussed. The only weakness noted was that, although there were appropriate references to authoritative sources, some references were already outdated, being published beyond 10 years from the date the article was written.

Otherwise, all information were beneficial to law enforcement practitioners who are looking at

contemporary leadership theories which could be applied in various situations.

References

Bynum, R. (2008, February). Transformational Leadership and Staff Training in the Law Enforcement Profession. Retrieved from The Police Chief:

[http://www. policechiefmagazine. org/magazine/index. cfm? fuseaction= display&article_id= 1422](http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=1422)

Murphy, S., & Dodge, E. (2004). The Four I's of Police Leadership: A Case Study Heuristic. Retrieved from International Journal of Police Science & Management: <http://www. atypon-link. com/VAT/toc/ijps/6/1>