

Jus 102 3 short paper  
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Law



POLICE LEADERSHIP MODELS. affiliated: Police leadership models. Leadership in all sectors has proven to be a complex research area and it is still vague on which models of leadership are the most effective than others. The police department is also facing leadership problems. Different leadership styles in the police department and the effectiveness of each model have been discussed. The different approaches to leadership include Transactional, Transformational, Mixed style, Active leadership and role modelling, Situational, participative and Inactive leadership styles.

The Transformation leadership is said to be practiced by police officers whose motives are to inspire, set a vision and offer intellectual stimulation to the subordinates. This type of leadership has been proven to make a positive impact to the subordinates by making them exert more effort in their work areas and to comply with rules and regulations. In Transaction leadership style, police leaders who practice this model are said to rely more on rewards and punishments and they tend to act only in situations where there are deviations from expected behaviour and service delivery of their subordinates. This model has lesser positive impact on the subordinates than transformational style but individuals who are less self-motivated express a liking of this model (Avolio, Sosik, Jung, & Berson, 2003).

Mixed style leadership is where a police leader combines both the transactional and transformational leadership. According to research done on this models of leadership, it is said that those who practice mixed style leadership are more effective leaders than those who just practice the transformational type. In addition to this there is active leadership and role modelling where leaders are said to be active, they set a good example and employ role modelling tactics including on acceptable cultures of the police

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force and integrity, unlike the transformational leaders who rely heavily on mentoring and inspiration motivation. They influence subordinates behaviour than the transformational leaders.

In situational leadership, leaders modify their behaviours to suit the context. This include the years of experience of their subordinates and their ranks. In addition, Participative leadership involves encouragement of subordinates to involve themselves in decision making so as to be committed and satisfied with their different jobs. Lastly there is the inactive leadership model where police leaders fail to lead effectively. This model has negative impacts on the subordinate's willingness to work.

The transformational, active and role modelling and participative leadership models can be likened due to the fact that they have positive impact to the subordinates. Moreover the transactional and inactive leadership models can be compared due to the negative impact on the subordinates.

#### References

Avolio, B. J., Sosik, J. J., Jung, D. I., & Berson, Y. (2003). Leadership models, methods, and applications. In Handbook of psychology (pp. 277-307).