The role of leadership in a law enforcement organization's morale

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Understanding Leadership

"For leaders to be effective in the 21st century, they must understand what is going on around them and make sure that they are understood (Longenecker, 2011)."

Transformational, Servant Leadership, and Trust

Communication

- Communication is more than just speaking and sending messages. It is a process, and communication should go both ways, and needs to be sent and received in order for it to be effective.
- Honest communication is best
- Communication is essential to the success of an organization

Morale

- "The confidence, enthusiasm, and discipline of a person or group at a particular time."

Morale and Police

- Why do police officers become disconnected and disenchanted in their career so soon?

"Supervision is **different** for every officer."

"...**short staffed** in all departments..."

"...great **lack of leadership**..."

"We are a **great department**."

"Job satisfaction is at an **all time low**."

The above are comments taken directly from a survey on morale taken by Racine Police in mid-March. Source: Police Morale Survey by Standard & Associates, Inc.

What can law enforcement leadership do?

- Take care of employees
- Communicate
- Engage and Encourage
- Put employees first
- Average Police Chief tenure in the United States is 2.5 to 3 years

Morale boosters

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