Effective Leadership Styles to Ensure Organizational Success

Nicholas Collishaw

Follow this and additional works at: https://scholars.unh.edu/ms_leadership

Recommended Citation
Collishaw, Nicholas, "Effective Leadership Styles to Ensure Organizational Success" (2023). M.S. in Leadership. 117.
https://scholars.unh.edu/ms_leadership/117

This Capstone is brought to you for free and open access by the College of Professional Studies Online at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in M.S. in Leadership by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact Scholarly.Communication@unh.edu.
Winter 2023 Capstone Presentations

Nicholas Collishaw
M.S. in Leadership
2023

Granite State College
Agenda

Effective Leadership Styles to Ensure Organizational Success, Nicholas H. Collishaw
Work-Life Balance Initiatives for a Multi-Generational Staff in Rural Vermont Setting, Jody Oliver
Understanding Leadership's Role in Recognizing and Navigating Secondary Trauma Exposure to Create a Positive, Supportive, and Healthy Workplace, Amanda Mace
Strategic Planning and Leadership in Higher Education, Marilyn Shriver
Exploring Leadership Styles and How They Impact a Lean Culture, Thomas Lencki
Succession Planning for Nonprofits, Todd E. Donovan
Effective Leadership Styles to Ensure Organization Success: Law Enforcement

Nicholas Collishaw
M.S. in Leadership
2023

Granite State College
About Me

• Student in the Leadership Program at GSC

• Police Officer in New Hampshire for 6 years

• Police Officer at the Hudson, New Hampshire Police Department
  • 1 Year

• Assigned to the patrol division as well as a member of the Southern New Hampshire Special Operations Unit

• Sergeant First Class (E-7) in the New Hampshire Army National Guard
  • 15 Years

• Currently assigned as a Senior Instructor at the 195th Regional Training Center
The Focus

• How do we incorporate leadership styles when there are multiple generations within an agency?

• How are the generations different to one another?

• What leadership styles are dominating the field?

• What are preferred leadership styles used in law enforcement?
Generations in Law Enforcement

- Baby Boomers
  - 1946-1964

- Gen X’s
  - 1965-1980

- Gen Y’s (Millennials)
  - 1981-1996
Leadership Styles Used in Law Enforcement

- Transactional
- Transformational
- Laisse-Faire
Preferred Leadership Styles Used in LE

- Study of 5 agencies with 166 responses.
- Subordinates found their superiors were more effective with transformational leadership.
- Least effective was found to be laissez-faire.

<table>
<thead>
<tr>
<th>Style</th>
<th>Dept A</th>
<th>Dept B</th>
<th>Dept C</th>
<th>Dept D</th>
<th>Dept E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transformational</td>
<td>2.58</td>
<td>3.04</td>
<td>2.85</td>
<td>1.71</td>
<td>1.58</td>
</tr>
<tr>
<td>Transactional</td>
<td>1.78</td>
<td>1.71</td>
<td>1.78</td>
<td>1.84</td>
<td>1.88</td>
</tr>
<tr>
<td>Laissez-Faire</td>
<td>1.05</td>
<td>0.42</td>
<td>0.43</td>
<td>1.48</td>
<td>1.18</td>
</tr>
</tbody>
</table>

(Decker, 2018)
Effective Leadership Styles Used in LE

- Transactional leadership style has a positive relationship with the perception of leader effectiveness but is weakly correlated with leader effectiveness.

- Transformational leadership style has a positive relationship and strongly correlates with the perception of leader effectiveness.

- Laissez-faire leadership style has a negative relationship and is very lowly correlated with the perception of leader effectiveness.

<table>
<thead>
<tr>
<th>Style</th>
<th># of Studies</th>
<th>Sample Size</th>
<th>Point Estimate</th>
<th>95% Lower</th>
<th>95% Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transactional</td>
<td>6</td>
<td>1,189</td>
<td>0.196</td>
<td>0.108</td>
<td>0.285</td>
</tr>
<tr>
<td>Transformational</td>
<td>6</td>
<td>1,186</td>
<td>0.695</td>
<td>0.505</td>
<td>0.821</td>
</tr>
<tr>
<td>Laissez-Faire</td>
<td>6</td>
<td>1,189</td>
<td>-0.524</td>
<td>-0.701</td>
<td>-0.286</td>
</tr>
</tbody>
</table>

(Russell, 2017)
Conclusion

• Each leadership style is effective in its own way as long as it is used in the proper context.

• Transformational leadership styles preserves the success of the organization

• Transformational and transactional are the two highly preferred styles within law enforcement

• Laissez-Faire is not preferred or determined to be effective
Resources

• Are you a transactional or transformational leader? Chief's Administrative Rapid Information Tool. (n.d.). Retrieved March 10, 2023, from https://www.iafc.org/topics-and-tools/volunteer/vws/chiefs-admin-rapid/topics/leadership/leadership-styles/resourcedetails/Are-You-a-Transactional-or-Transformational-Leader-
