

AN ANALYTICAL STUDY OF LEADERSHIP THEORIES

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ABSTRACT

Throughout the history of law enforcement, leaders have used many different styles to lead employees. From the early styles of Autocratic and Laissez-Faire to Participative (democratic), Transactional and Transformational leadership. Leadership within policing has evolved over the years in some organizations to a more participative style and yet there are still leaders who cling to an antiquated domineering style. The purpose of this paper identified trait theories, leadership theories and change strategies that have molded or are molding the policing culture. Change must occur if the culture of police organizations are going to meet the demands of the 21st century and several issues affecting this change were discussed. An in-depth review of the transactional and transformational styles of leadership was seen as being the styles that a leader in the 21st century would want to use to meet the needs of their employees and motivate them toward success and self-actualization. Although no empirical research is completed in this paper, the literature reviewed and previous research indicate that the transformational style of leadership augments the transactional style, but not vice versa. It also emphasizes that leaders need to become more transformational toward employees and allow them to participate in the decision-making process.

KEYWORDS: Antiquated domineering style, Coordination, Decision-making Self-actualization, Trait Theories, Police Leadership, Transformational Leadership.

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