

Participative Management in Law Enforcement Agencies in Florida

Sharon M. Harrell

New faces emerge in law enforcement everyday. As the Baby Boomer generation moves toward retirement, Generation X continues to move toward the workforce. Much has been written about differences between Baby Boomers and the so-called Generation X. The differences between these two generations will necessitate a review of the way law enforcement agencies manage their human resources. Understanding the differences in these generations is key to successfully making change in the organization. One solution is to implement a style of management that allows for greater participation, a more democratic approach as opposed to the autocratic management style of many law enforcement organizations. An initial review of a sampling of law enforcement agencies in Florida determined that some agencies are moving in the direction of combining a participative approach to the current structure. Size, type of police agency and accredited status appear to have no direct impact on the direction taken by management.