

The Power of Leadership

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As the world continues on into the twenty first century, organizations in both the public and private sector are struggling with human resource issues as never before. Recruiting, retention and productivity of employees remains a cornerstone of any organizations success. However, the ability to adapt and change to meet this ever-changing workforce has become a struggle for many managers. Traditional methods of management and supervision are unable to produce the work environment required to not only hire and keep employees, but to enable them to become an integral part in achieving agency goals and objectives. Quality leadership programs encompassing both vertical and horizontal concepts may be the key to survival and success in this new arena. In addition to the literature review presented in this paper, a five-question survey was submitted to 48 upper and mid-level law enforcement managers representing state and local agencies, sheriff's and police departments. The goal was to examine any correlation between strong leadership practices and what relation, if any, they had on an organization.