

Organizational Effectiveness and Executive Succession: Conclusions About and Implications for Florida's Municipal Police Chiefs

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The relationship between organizational effectiveness and executive succession is an important area of organizational study (Kets de Vries, 1988; Miller, 1991; Orosz, 1991; Wechsler & Rainey, 1988). This research contributes to that body of literature by examining organizational effectiveness and succession within a specific, narrow context: Florida municipal police departments. Specifically, the assertion that police department effectiveness and police chief effectiveness are positively associated is examined and ultimately supported by the findings of this research.