

Developing Leaders from Future Generations

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Abstract

Leadership in many police departments are being tested by, early retirement incentives and shrinking budgets. This can and is causing high turnover within upper management. The losses of upper management positions are taking experienced, knowledgeable, and skilled people. These positions are being replaced with new or inexperienced managers and supervisors. Most police departments have a plan in place for hiring and training new recruits. However; this is not the case for upper management, most do not have succession plans in place to deal with large number of retirements. This is only half of the issue the other is preparing effective leadership from future generations who are less responsive to past management styles of the traditionalist or baby boomers. In the not so distant future most agencies will be led by Generation X who tends to be more creative, innovative, and collaborative. Current leadership must develop and implement succession planning that focus's development of the organizations future leaders from the next generation. My research will provide an assessment of current leadership, the future generations and a recommended course of action to accomplish effective leadership succession training and development.