2-1 Short Paper: Leadership in Public Safety

Student Name

Institutional Affiliation(s)

Course Name

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Date

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**Leading Versus Managing**

Leading versus managing is a common question with a complex answer. In law enforcement, as in many other public service organizations, some supervisors have the role to manage things while some of them are responsible for leading the operations. The sergeant now may have both responsibilities. The role of a sergeant includes management duties such as developing work schedules, conducting performance evaluations, and handling employee discipline. The sergeant’s role is a slightly different in this regard as he/she has to lead during difficult instead of just managing the operations. The sergeant must gain the trust of those they supervise and earn their respect. This can be done by setting a good example, being fair and consistent, and maintaining open communication channels. The most effective sergeants are those who can both lead and manage.

Leading involves inspiring others to achieve common goals. Managing is more task-oriented and includes activities such as planning, budgeting, and ensuring that work is done according to departmental rules and regulations (Kniffin, 2020). The leadership role is crucial in setting the tone for the entire department. A sergeant who is a good leader will earn the trust and respect of those they supervise. This in turn will result in a cohesive and effective department. There are many resources available to help my friend learn more about their new role as a sergeant. The best way to become an effective leader is to gain experience and learn from those who have gone before them. Leading is not easy, but with commitment and hard work, it can be done.

**Leadership Role**

As a sergeant, my friend will be responsible for the management of his subordinates as well as the leadership of their team. To be an effective leader, he will need to build trust with his subordinates. This can be done by setting an example and being a role model for other officers to follow. He should also strive to create a positive work environment where everyone can do their best work. An important part of being a leader is also knowing when to delegate tasks. As a sergeant, my friend will need to learn how to identify which tasks can be handled by their subordinates and which ones need to be handled by him directly.

The decisions my friend makes as a leader will have a direct impact on his subordinates. My friend must make decisions based on what is best for the team, rather than what is best for him. He should also be aware of the different styles of leadership and know when to use each one. The three most common styles of leadership are authoritarian, democratic, and laissez-faire. Each style has its strengths and weaknesses, so he needs to choose the right style for each situation.

**Trust Building**

To be successful in their new role as a sergeant, my friend will need to learn how to lead rather than simply manage their group of officers. Leading involves setting a good example, inspiring others to follow the lead, and having a clear vision for the future. Trust is an important part of leadership, and he will need to build trust with the group to be successful (Lewicki, 2016). There are some techniques that can be used by the leaders to build a trustworthy relationship with the employees. The leaders must be transparent and consistent. Moreover, the leader should also be fair in decision making which would be helpful in earning the desired respect among the employees. One of the challenges my friend may face when leading a group of people who were once their peers is that there may be some resistance to change. It is important to be patient and understand that it may take some time for people to adjust to the new dynamic. Additionally, he will need to be mindful of the different generations represented in their group. Baby Boomers, Generation X, and Millennials all have different workstyles and expectations. By understanding these differences, he will be better equipped to manage and motivate the team successfully.

One effective technique for addressing Generation Z and Generation X is to tap into their sense of community and social responsibility. Many young people today are passionate about making a difference in the world, so leaders can appeal to this by framing public safety work as a way to make a positive impact. For example, leaders could highlight how working in a public safety capacity can help protect vulnerable populations or safeguard the environment. This type of messaging is likely to resonate with Generation Z and Generation X, and motivate them to get involved in public safety work.

**References**

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