EMPOWERMENT FOR PROACTIVE POLICE LEADERSHIP AND CRIME MANAGEMENT

Col. Hamad bin Mohammed Al Khalifa Ph.D

Commandant , Royal Academy of Police

Kingdom of Bahrain

January 2015

Abstract

Today, all policing agencies in the world are faced with a dilemma of change. Crimes have changed, criminals have changed and so policing organizations have to change. This paper sought to study proactive leadership and empowerment in today’s policing agencies and how these have helped shape crime management philosophies in today’s policing agencies. Using a proven example, the paper sought to highlight the cause and effect of implementing such change in police agencies. The study found that increased decentralization, empowerment and

shared leadership within a police organization by having a proactive leadership which strongly encourages training have made significant change in motivation, commitment of the rank and file and thus hugely improved organizational efficiency and effectiveness in crime management. This research needs to be augmented by more research and other policing agencies need to carry on this research further so that such changes can be effected elsewhere and rewards reaped.

Key words: empowerment, proactive leadership, crime management, organizational commitment, shared leadership, learning organisations