The Relationship between Cultural Intelligence and Transformational Leadership among Law Enforcement Leaders: A Mixed Methods Study – Ankshika Punj, Ph.D. Candidate

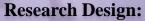


Statement of Problem:

- Cultural multiplicity a reality for many institutes like law enforcement.
- Address leadership challenges via the lenses of culture.

Research Questions

- What is the relationship between law enforcement leader's transformational leadership (TL) and cultural intelligence (CQ) scores?
- What demographic factors (age, experience, educational level, ethnicity or gender) affect the Cultural Intelligence scores in law enforcement leaders?



- Time Sequential Explanatory Mixed Methods Design
- Survey with two standardized tests (MLQ and CQS) followed by Interview

Findings:

- Positive correlation between CQ and TL (r=0.296).
- Correlation between TL and Motivational CQ (r=0.262), Metacognitive CQ (r=0.291) and Behavioral CQ (r=0.213) positive and significant.
- No significant difference between the CQ scores, based on demographics.

Significance/Implications

- First empirical research on cultural intelligence in US Police setting.
- Importance of CQ as a selection criterion, in training and in organizational cultural change of law enforcement leaders.

