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?

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.