

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?

Research Design:

- 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.

