**Staff Email**

Student’s Name

Institution Affiliation

Course

Professor’s Name

Date

Hello, I will be stepping in as the newly appointed chief of the agency. I strive to achieve change and optimally engage the entire workforce in creating a work environment that facilitates job satisfaction, attaining the agency’s social responsibility, and optimal objective accomplishment. As the new chief of the police agency, my main priority is fulfilling the need of every single staff, sworn or unsworn, equitably. Given the intensity of the department duties within and without the organization facility, I will engage flexible approaches to accommodate the need of every staff member.

I hope to engage my authentic leadership frameworks during our time together, which encourage flexibility in organizational culture and creativity in management and the workforce. I will be a democratic leader who will encourage suggestions from the staff to drive effective change in the agency’s culture. A broader perspective from the policy implementors and policymakers collaborative work in the agency that is the management and the workforce, I believe that we will make this department soar to greater heights in meeting the community needs (Martin and Mazerolle, 2016). I will foster optimistic thinking among every staff member to promote objective accomplishment and productivity within the agency.

Police duties and responsibilities are to maintain law and order in the community. While on duty, law enforcement is expected to be moral, just, and bias-free. This aspect does not begin to describe the complexity of the duties of a police officer. Therefore, I will mold the corporate values and missions to facilitate workflow in the department and make duty accomplishment less crucial. I will also engage the 360-feedback management approach to encourage feedback from the staff about my management (Baek et al., 2018). With the feedback system in place, the staff will constructively criticize my management and suggest appropriate adjustments to my approaches. Engaging this kind of leadership will encourage cohesiveness within the agency, creating a strong departmental team.

As soon as my appointment is official and I take over, my priorities will leverage ethical considerations, employee engagement and satisfaction, and equitable accomplishment of all community needs. The ethics behind them complicates police duties. For an action to be morally desirable, its outcomes have to benefit a more significant number of people. Therefore, in order to maximize the utilitarianism of departmental actions, I will prioritize the ethical sensitization of the sworn and non-sworn staff members. I will engage in ethical conferences and forums to reinforce the ethical competencies of every staff facilitating morality within the department facilitating the attainment of corporate objectives and community satisfaction (Baek et al., 2018).

For efficient workflow in the agency and trust establishment, I will have to accommodate the needs of the most significant stakeholders, the staff. Therefore, I will also prioritize flexible work schedules to accommodate the varying needs of different employees, enhancing individual output. I will also engage a decentralized management system to accommodate divergent perspectives from different organizational levels (Martin and Mazerolle, 2016). Additionally, I will engage a performance-based compensation system as an incentive for exemplary duty accomplishments such as promotions and cash bonuses. This conducive work environment and an alternative organizational culture will change the direction of the agency’s performance and enable it to accomplish its social responsibility.

I intend to be an optimistic leader who promotes ethical considerations among the staff members. I believe that every police agency can accomplish all of its duties with its resources, considering they engage authentic leadership (Baek et al., 2018). That is my intention with this agency as soon as I take over. I believe that effective management, leveraging employee engagement, ethical objective accomplishment, restructuring the organizational culture, and ensuring community needs will enable the police agency to attain social desirability by accomplishing its social responsibilities.

**References**

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