

## Internal and External Stakeholders in Law Enforcement

From Officers to Administrators, law enforcement professionals never know what will transpire on a given day when they report to their establishment for work. Perhaps more than any other area of Criminal Justice, law enforcement is contingent on external factors which influence a given industry. Nevertheless, it does not matter what part of the country you live in or what your role is in law enforcement, these external stakeholders can benefit you or make your jobs even more challenging. Law enforcement agencies continue to face increasing social, financial and organization pressures to reevaluate the role of their law enforcement officers in the community. A major commitment to community policing must be reevaluated. Law enforcement agencies that are viewed as social forces should interact more with the community. Public enterprises are superior in defining problem areas of need, than the law enforcement agencies that are functioning alone.

### **Identify the Internal and External Stakeholders in Law Enforcement.**

Internal stakeholders are people who are already committed to serving an organization as board members, staff, volunteers, and donors. External stakeholders are people who are impacted by an organizations work, as clients and constituents, community partners, and many others. [*The Denver Foundation, 2015*] In law enforcement, the internal stakeholders will be the decision makers; the chief of police, the officers and investigators, employees and a few of the volunteers for each agency. The external stakeholders will be the people who are impacted by the internal stakeholder's actions, such as community leaders, civilians, and active protest groups that are supporting one another from the harsh crimes occurring within law enforcement today. [*Kevin M. Gilmartin, Ph.D., 2006*] Stakeholders are often those who are allocated in how a project is planned and whether it is effective, but they may have undeviating responsibilities and tasks that impact

project completion. The primary stakeholders in a police-led project are the citizens who are affected by the problem or issue being addressed and who will profit from the resolution.

**How have internal or external stakeholders influenced law enforcement in a positive or negative way?**

Internal stakeholders have influenced law enforcement in both a negative and positive way. The nature of policing, requires law enforcement professionals to react too many preemptive situations with slight militant culpability and bearing. This alone has had both a negative and positive influence on law enforcement, but the use of excessive force on a repetitive basis, has been the collapse within all agencies. This method used of course is essential for the operational conveyance of police services. Nonetheless, when this is the prevailing style, line employees see themselves at the inferior end of the scale of authority, and this makes for a negative influence as well. Internal stakeholders within law enforcement should use the situational leadership model. A positive influence that internal stake holders can have in regard to the external stake holders and law enforcement, would be to emphasize the significance of management tractability and deliver the use of organizational flairs that are dependable and accessible with the situational burdens being addressed.

**How will you consider stakeholders in your solution to the problem?**

Being a stakeholder means having an actual input on the investment in the development of a successful law enforcement agency. *[Community Policing Dispatch, 2008]* The issue today is the internal stakeholders, which are the officers; using excessive force in the communities that they are policing and conveying a lack of moral and ethical judgement and integrity on themselves and their agency. In order for community policing to become a reality and be viewed as successful, the

problem must first be evaluated by the stakeholders who invested in the agency and by the law enforcement executives. They must create an internal atmosphere of adequate problem solving that should begin at home and be carried on in the office in the streets of the community. Officers should acquire more reliable interpersonal, problem solving and group dynamic skills, that include, team building, conflict and anger management, mediation techniques and furthermore, communication skills. The case in point must become a prerequisite for all law enforcement workers, regardless of rank, in order to deliver a solution to the outlining issues within law enforcement today.

### **How will you motivate individuals to buy into your solution?**

I will motivate individuals to buy into this solution by initiating collaborative problem solving strategies that will help both law enforcement agents and the people of the community who are affected at large. To create an atmosphere of support and teamwork, internal stakeholders must reduce the sense of victimization, by both officers and people of the community. All sides must be willing to ease their level of emotional share in the outlining organizations, and they must believe that they have an evocative amount of control and input into the roles that they played as a whole. There must be relevant communication about capitalizing department members, community leaders, partnerships and those who have been effected by criminal acts of excessive force used by law enforcement officers. Problem solving in this area, will start with the organization working with the community outside the department to further decrease the amount of tension between officers and the communities affected.

**References:**

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