

The Role of Leadership in Effective Change Management: A Case Study of The
National Police Service

By

Musyoki Mutungi

B.Com., Daystar University, 2007

A Major Research Proposal
Submitted in partial fulfillment of
The Requirements for the Degree of

Master of Arts in Leadership

Pan Africa Christian University

October 2014



EXECUTIVE SUMMARY

The main objective of this study was to assess the role of leadership in effective change management within the Kenya National Police Service. The research was conducted among the members of various ranks within Nairobi County. The researcher adopted the descriptive Case study research methodology which involved an empirical investigation of particular contemporary leadership phenomenon in the context of the Kenya National Police Service.

The findings indicate that, several change initiatives have been introduced within the National Police Service in the past few years. Among the changes include the Transformation of Kenya Police Force to the Kenya National Police Service. According to the findings, the following challenges were identified; lack of Political will, Corruption, underfunding, Continued Police impunity, lack of capacity building and public support respectively.

The researcher, recommends, that, there is need for political will, public ownership, and zero tolerance to corruption, adequate funding, competent leadership and upholding of the rule of law to enable the National Police Service leadership to introduce and implement successful change initiatives.