Introduction To
Security Management

What Is Security Management?

Security Management is a broad field of management related to the protection of a company’s property, personnel, information and reputation. Those items can be protected by asset management, physical security, and human resource safety functions.

This course will teach the student the FRAMWORK of the Security Function and a WHOLE LOT about management in general. Why is the course weighted in that manner? Too many security supervisors & managers get hired for all the wrong reasons. Those reasons are often relating to an individual being a retired police officer… or a retired military person… and the company assumes they know all about Physical Security and People Management. This is not true by a long shot.
This course will prepare YOU, so that you are trained and know exactly how to behave, speak, and perform in a Corporate / Civilian Security Management Position.

Your responsibility will be to take the Management skills / tools taught in this course and use them, as appropriate, to accomplish the Security Management goals / tasks taught in the course.

What Is Management?

Quite simply, management is the act of achieving the goals and objectives of the organization with and through other people. Whether your title is team leader, group leader, supervisor, manager, etc. you’re in the management business.

The Main Functions of Managers

In most management courses & seminars, the five areas listed below are what business leaders will discuss when teaching the functions of management. At times, different verbiage will be used…but the intent of each topic will be the same:

1. Planning
2. Organizing
3. Staffing
4. Leading
5. Controlling

In addition, there are specific disciplines that have their own special management structures. Some of those disciplines are:
1. Decision making and problem solving
2. Quality management
3. Project management

A solid manager should be able to explain the basic principles of the above on command.

“The managers we tend to really respect are often people who are like us or who we want to be like… and they have a track record of success.”

Great managers have an innate ability to anticipate trends & outcomes in their industries.

**Here are five of those types of managers:**

1. Jack Welch
2. Donald Trump
3. Lee Iacocca
4. Bill Gates
5. Mary Kay

**Decision Making Models**

1. MDMP – Military Decision Making Process
2. Corporate Model
While the Corporate Model is the one you’ll want to use, it’s interesting to see that even when the Military is involved in life & death situations… they use a very similar approach.

Our full course explains the “in & outs” of each and will greatly assist you in this area.

**People Management**

People management is made up of the following:

I. Basic human tendencies
II. Managing your current staff
III. Recruiting new staff
IV. Training staff
V. Team dynamics

Learn & always study these five areas in order to create a top notch team or department.

**Tweaks For The Management Professional**

Here’s the ‘tweak’ on the golden rule:

*Treat people better than you’d expect to be treated.*

Even when staff are frustrated or emotionally charged… living by this rule will most certainly improve the quality of any organization.

**Managing your current staff involves these five items:**

1. Coaching
2. Training
3. Performance reviews
4. Holding staff accountable
5. Bringing a new employee onboard

Team Dynamics

A team is a group of people put together to achieve a common goal. Some professionals believe that the best results are only obtained after ‘groups’ or ‘departments’ become TEAMS.

In the business world, a common ‘phase structure’ has been observed with teams. This model of team development was first proposed by Bruce Tuckman in 1965, the phases are:

1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning and Transforming

A team that lasts may transcend to a transforming phase of achievement. Transformational management can produce major changes in performance through synergy and is considered to be more far-reaching than transactional management.

Quality Management

Quality management is a method for ensuring that all the activities necessary to design, develop and implement a product or service are effective and efficient with respect to the system and its performance.
To be a champion in this arena… you’ll need to study Six Sigma and/or Total Quality Management.

**Project Management**

A project is a temporary and one-time endeavor undertaken to create a unique product or service, which brings about beneficial change or added value.

Here are the basic steps involved:

1. Initiating
2. Planning
3. Executing
4. Controlling and Monitoring
5. Closing

**So, What Exactly Are We Managing? RISK!**

As a **Professional Security Manager**, you’ll have to concern yourself with Crime Prevention (from external threats & internal threats). In addition, you have to be concerned with anything that can cause a financial loss for your company! Workplace Accidents and Fire Prevention are also under your umbrella of concern.

So – bad guys… employees hurting themselves… accidental fires… and more! What are you going to do once you determine the risk factor, specific to your company? You’ll have to:
• Accept  -  Some risk is inherent in every business
• Transfer  -  Insurance coverage
• Reduce  -  Specific systems and processes reduce probability
• Eliminate  -  Ideal… but not always realistic

We’re glad that you’ve chosen to review this material. Just being aware of these Security Management topics will assist you in your future professional development plan.

If you’re ready to enroll in the full course and earn your diploma, visit our website and click on the “Pay Tuition Here” tab. It’s that easy to get started!

I wish you all the best!

Brian K. Allen