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## KEY TRAITS IN SECURITY LEADERSHIP

### Key Traits For Security Leaders and How to Continually Improve These Qualities



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A leader in the physical security industry should possess several key traits to manage and navigate the complexities of the field effectively. Here are eight traits that are particularly important for such a leader:

#### **Expertise:**

A leader in the physical security industry should have a strong foundation of knowledge and expertise in security practices, technologies, and regulations. They should stay current with the latest advancements in the field and deeply understand various security systems and protocols.

#### **Decisiveness:**

Security leaders must make quick and sound decisions, especially during crisis situations. They should be able to analyze situations, assess risks, and take decisive action to protect people and assets. Decisiveness helps maintain control and instills confidence in the security team and stakeholders.

**Strategic Thinking:**

The ability to think strategically is crucial for a leader in this industry. They should have a vision for the organization and be capable of developing long-term plans and strategies to achieve security goals. This involves assessing risks, anticipating threats, and creating proactive measures to mitigate vulnerabilities.

**Communication Skills:**

Effective communication is essential for any leader, but in the physical security industry, it becomes even more critical. A leader must be able to clearly articulate security plans and protocols to their team members, as well as communicate with clients, stakeholders, and other relevant parties. Active listening skills are also crucial for understanding concerns and feedback.

**Problem-Solving**

**Abilities:** The physical security industry often presents complex and evolving challenges. A leader should be a skilled problem solver who can think quickly on their feet and devise practical solutions in high-pressure situations. They should be able to analyze information, make informed decisions, and adapt strategies as needed.

**Ethical Conduct:**

Integrity and ethical conduct are paramount in the physical security industry. A leader should demonstrate a solid commitment to ethical principles, confidentiality, and protecting the rights of individuals. They should uphold the highest standards of professional conduct and foster a culture of ethics within the organization.

**Collaboration and Team Building:**

Security operations require teamwork and collaboration. A leader should possess strong interpersonal skills and be able to build and motivate a cohesive team. They should foster a positive work environment, encourage open communication, and leverage the diverse skills and talents of their team members.

**Adaptability:**

The security landscape is constantly evolving, with new threats and technologies emerging regularly. A leader in the physical security industry should be adaptable and flexible, willing to embrace change and continuously learn. They should be open to new ideas, embrace innovation, and guide their team through transitions effectively.

**These traits collectively enable a leader in the physical security industry to create a secure environment, manage risks, and inspire their team to achieve the organization's security objectives.**

**These aren't traits a person must have perfected before taking on a leadership role, but they should be honed before holding a leadership position and throughout their tenure.**



**Improving these qualities requires a combination of self-reflection, learning, and practice. Here are some strategies to enhance each of the eight traits:**

### **Expertise:**

- Continuously educate yourself: Stay updated with industry trends, regulations, and technological advancements through professional development programs, conferences, workshops, and online resources.
- Seek mentorship: Engage with experienced professionals in the field who can guide and provide insights into specific areas of expertise.
- Pursue certifications: Obtain relevant certifications such as Certified Protection Professional (CPP), Certified Security Project Manager (CSPM), or Certified Physical Security Professional (PSP) to demonstrate your knowledge and expertise.

### **Decisiveness:**

- Enhance your analytical skills by studying case studies and real-world security incidents.
- Practice making decisions in a timely manner, considering all available information.

- Seek mentorship or guidance from experienced security professionals.
- Reflect on past decisions and learn from both successes and failures.

### **Strategic Thinking:**

- Study case studies: Analyze real-world security challenges and study how successful leaders approached them strategically.
- Expand your perspective: Learn about different security strategies, risk management frameworks, and emerging technologies to broaden your strategic thinking.
- Engage in scenario planning: Practice envisioning various scenarios and developing response plans to improve your ability to think ahead and anticipate potential risks.

### **Communication Skills:**

- Take communication courses or workshops: Enhance your verbal and written communication skills through training programs that focus on public speaking, effective writing, and interpersonal communication.
- Seek feedback: Regularly solicit feedback from colleagues, superiors, or trusted mentors to identify areas for improvement and work on specific communication skills.
- Practice active listening: Cultivate the ability to listen attentively and empathetically to understand others' concerns, needs, and feedback.



**Problem-Solving Abilities:**

- Develop critical thinking skills: Engage in activities that enhance your ability to analyze complex problems, evaluate multiple perspectives, and make informed decisions.
- Encourage a culture of problem-solving: Foster an environment that encourages team members to actively contribute ideas and solutions, promoting a collective problem-solving mindset.
- Reflect on past experiences: Review previous security challenges or incidents and identify lessons learned to improve your problem-solving approach.

**Ethical Conduct:**

- Understand ethical framework: Familiarize yourself with ethical principles, codes of conduct, and industry-specific guidelines to ensure your decisions align with ethical standards.
- Lead by example: Demonstrate ethical behavior in your actions and decisions, setting a high standard for your team members to follow.
- Establish ethical guidelines: Develop clear policies and procedures that reinforce ethical conduct within the organization and communicate them effectively to all stakeholders.

**Collaboration and Team Building:**

- Develop interpersonal skills: Enhance your ability to build rapport, resolve conflicts, and foster a positive work environment through training programs or books on effective communication and teamwork.



- Encourage diversity and inclusion: Embrace diverse perspectives, backgrounds, and skills within your team, promoting an inclusive culture that values collaboration.
- Provide opportunities for professional growth: Support your team members' professional development, encourage cross-training, and foster a culture of continuous learning.

**Adaptability:**

- Embrace a growth mindset: Cultivate a mindset that welcomes change and views challenges as opportunities for growth and improvement.
- Stay updated with industry trends: Regularly research and learn about emerging technologies, security threats, and best practices to adapt your strategies accordingly.
- Foster a culture of innovation: Encourage your team to explore new ideas, experiment with innovative solutions, and adapt to evolving circumstances.

**Improvement in these qualities is an ongoing process, so commit yourself to continuous learning, self-reflection, and seeking feedback to enhance your leadership skills in the physical security industry.**