COURSE INFORMATION

Security Leadership and Management

Lead. Develop. Decide. Inspire.

Course Overview

The **Security Leadership and Management** course equips experienced security professionals with the leadership, management and decision-making competencies needed to supervise teams, manage personnel and lead security functions across corporate, commercial and institutional environments. It focuses on professional responsibility, operational discipline and aligning security functions with organisational priorities.

Participants develop practical skills in team leadership, strategic thinking, communication, conflict resolution, performance evaluation, ethical decision-making and staff development. The programme supports experienced officers transitioning into supervisory and management roles.

Who Should Enrol?

Experienced and transitioning military, police and other security personnel; retired officers; private and corporate security supervisors; security team leaders; operations coordinators; and professionals preparing for management responsibilities.

COURSE PURPOSE

To prepare experienced security professionals to lead teams, make sound management decisions, develop personnel and strengthen security performance.

Course Outline

Ten modules covering leadership, teamwork, strategic judgement and professional management.

01	**Security Leadership Foundations** • Distinguishing operational supervision, management and strategic leadership • Roles and responsibilities of security leaders • Transitioning from operational duties into management
02	**Leadership Styles and Principles** • Situational leadership and management approaches • Building credibility, trust and professional authority • Emotional intelligence and leading by example
03	**Team Management and Supervision** • Delegation, role clarity and staff motivation • Workplace discipline, attendance and teamwork • Supervising diverse security teams
04	**Strategic Thinking and Decisions** • Setting objectives and management priorities • Risk-based decision-making and problem-solving • Aligning security decisions with organisational goals
05	**Communication and Stakeholders** • Briefings, management reports and presentations • Communication with clients and senior leadership • Active listening, feedback and stakeholder relations
06	**Conflict and Personnel Management** • Identifying workplace conflict and disputes • Negotiation, mediation and fair disciplinary procedures • Managing difficult conversations with respect
07	**Performance and Accountability** • Setting measurable expectations and objectives • Staff appraisal, feedback and improvement plans • Operational effectiveness and service quality
08	**Professional Ethics and Integrity** • Confidentiality, accountability and responsible authority • Conflicts of interest and ethical judgement • Building an ethical security culture
09	**Mentoring and Staff Development** • Identifying learning and training needs • Coaching future supervisors and team leaders • Succession planning and professional development
10	**Strategic Leadership and Change** • Security management strategy and improvement plans • Leading organisational change and cross-team cooperation • Personal leadership planning and career development

Key Focus Areas

Core competencies for confident, responsible security leadership and management.

Leadership Development	Building credibility, confidence and responsible management practices.
Security Team Management	Delegation, motivation, supervision and professional discipline.
Strategic Decision-Making	Sound judgement, risk awareness and management priorities.
Conflict Resolution	Handling disputes, difficult conversations and staff concerns.
Professional Communication	Briefings, listening, reporting and stakeholder relations.
Performance Management	Evaluation, accountability and operational improvements.
Professional Ethics	Integrity, confidentiality, fairness and responsible authority.
Staff Development	Coaching, mentoring and succession planning.

Expected Learning Outcomes

- Explain leadership and management responsibilities in security organisations.
- Supervise, motivate and communicate effectively with security personnel.
- Apply sound judgement, strategic thinking and conflict resolution techniques.
- Evaluate staff performance and promote professional accountability.
- Mentor personnel and apply ethical leadership in management roles.

Take the Next Step

Develop the leadership, strategic thinking and people-management skills needed to direct high-performing security teams. Contact **VOW Nigeria** for course duration, training format, practical sessions, eligibility, fees and upcoming enrolment opportunities.

REQUEST COURSE INFORMATION | ENROL IN THE PROGRAMME

Enquiries and enrolment should be made through VOW Nigeria’s official registration channels.