



MICAD LIMITED
Advanced Industrial Security Supervisor Training

Lesson 1.6: Activity - Supervisory Styles and Leadership Principles

Here's a framework for analyzing a case study of a security team experiencing challenges, suitable for submission to a discussion panel. Remember to replace the bracketed information with your own analysis and suggestions.

Case Study Analysis: Security Team Challenges

Scenario: [Describe a hypothetical scenario of a security team facing challenges. For example, you could describe a team with low morale, high turnover, ineffective communication, or frequent security breaches. Be specific about the symptoms of the problems. For instance, instead of "low morale," describe specific behaviors indicative of low morale, such as absenteeism, lack of initiative, and negative attitudes.]

Analysis:

1. **Leadership Style:** [Identify the leadership style employed by the security supervisor. Provide evidence from your scenario to support your identification. Examples include autocratic, democratic, laissez-faire, transformational, or transactional. Discuss specific behaviors of the supervisor that align with the identified leadership style. For instance, does the supervisor make all decisions independently (autocratic), involve the team in decision-making (democratic), provide minimal guidance (laissez-faire), inspire and motivate (transformational), or primarily focus on performance metrics (transactional)?]

2. **Root Causes:** [Based on your scenario, identify the root causes of the team's challenges. Consider factors such as ineffective communication, lack of trust, unclear roles and responsibilities, insufficient training, lack of recognition, poor equipment, inadequate resources, or conflicts within the team. Explain the connection between the leadership style and these root causes.]

3. **Impact of Leadership Style:** [Analyze the impact of the identified leadership style on the team's performance and morale. Did the leadership style contribute to the challenges experienced by the

team? How did the style affect communication, collaboration, motivation, and overall team effectiveness?]

Alternative Approaches:

Suggest alternative leadership approaches that could improve team performance and morale:

1. **Suggested Leadership Style:** [Propose a more effective leadership style to address the challenges. Explain why this style would be better suited to the specific context of the scenario. For instance, if the current style is autocratic, suggest a more democratic or transformational approach. If the style is laissez-faire, suggest a more directive style to provide more guidance and structure. If the team lacks motivation, suggest a more transformational style to inspire and empower the team members.]
2. **Specific Actions:** [Outline specific actions the supervisor could take to implement the suggested leadership style. This might include improved communication strategies, team-building activities, clear role definition, providing additional training, recognizing accomplishments, addressing conflicts constructively, securing adequate resources, or establishing a system for regular feedback and performance reviews.]

3. **Expected Outcomes:** [Describe the expected positive outcomes of implementing the suggested changes. For instance, improved team morale, better communication, increased productivity, improved problem-solving, enhanced collaboration, and reduced security incidents.]

Conclusion:

[Summarize your analysis, highlighting the link between leadership style, the team's challenges, and the proposed alternative approaches. Emphasize the importance of adaptable leadership in creating a high-performing and motivated security team.]

Submission:

Post your case study analysis in the Discussion panel, engaging with your classmates' submissions.

This framework provides a structured approach to analyzing the case study. Remember to cite your sources and demonstrate a clear understanding of leadership styles and their impact on team dynamics. The quality of your analysis will depend on the depth of

your understanding of the scenario, your identification of root causes, and the practicality of your suggested solutions.