



**SECURITY MANAGEMENT
ACCELERATION PROGRAMME**
Information Brochure

PREPARED TO TAKE ACTION

www.tsutrainingsolutions.com



INTRODUCTION LETTER

We take pleasure in submitting our brochure for providing training.

We are confident that the information contained in this brochure will allow you to make an informed decision about the ability of TSU Training Solutions to deliver a top-quality service.

Our firm's extensive experience in the public, private and non-governmental sectors, supplemented by our national support structure, our specialist training skills, and our knowledge of the security industry, gives us the necessary insight and tools to deliver the right solution to meet your requirements.

Our primary objective is to provide you with a top-quality service that will include conducting a detailed security evaluation as will be agreed upon with you.

Should you require any additional information, please do not hesitate to contact the undersigned.

Yours faithfully

Johan Fryer

Director – Training & Development





ABOUT US

Company History:

TSU was formed in 1999 to address a gap in the private security market in South Africa – a need for highly trained professionals in effective Risk Management, Executive Protection, Technical Services / Electronic Security, Specialized Training, Asset Protection, Armed Tactical Support Teams and Executive Support Services. Because of the exceptional high standards and service provided by TSU, the company provides an additional service of armed trained static Security Officers, for the protection of client's business and residential properties.

Company Reputation:

TSU operates within a niche market and has over a period of twenty years become highly regarded and recognized as a leader in the industry, offering a world-class service. We are one of the smaller companies in the security industry, which in that light can lend itself to a more personal approach to its clients. Our firm's extensive experience in the public, private and non-governmental sectors, supplemented by our national support structure, our specialist training skills and knowledge of the security industry gives us the necessary insight and tools to deliver the right solution to meet the client's requirements.

We will commit to a potential project or a contract only if we are sure that we can deliver the requirements to our own unique high standards and service levels. We will never accept projects unless we are sure that we have the resources to deliver.

We only provide those services where we know we have the required sustainable competencies to be a market leader. Not only do we have the necessary skills and capacity to perform any training functions required by the client, but we are also able to ensure a cost-effective, high quality and practical training solution that will undoubtedly cater to all your training needs.

Should we need to use outside vendors we ensure that they understand our ethos and comply with our service standards.

Introduction:

In this document, we set out our understanding of your requirements, our approach, our relevant experience and the professional staff that will be involved.

The supply of our services to you would be varied and comprehensive, therefore requires a truly multi-disciplinary team. We are convinced that the team we have selected will enable us to offer an incomparable depth of experience and knowledge. Our proposed team comprises experts with extensive experience in both training and consulting.

We believe that the team we have assembled would be invaluable in providing unmatched professional training solutions.



THE SECURITY MANAGEMENT ACCELERATION PROGRAMME

The Rationale of the Programme:

The work of fighting crime is becoming more complex and challenging as criminals are becoming more organized and sophisticated. Consequently, the safety and security sector must improve the abilities, knowledge, and management of its personnel to deter crime or lessen its effects. Security managers need both technical knowledge and management skills to gain the respect of technical team members, understand what technical staff are doing, and appropriately plan and manage security projects and initiatives. This is a demanding job that requires an understanding of a wide array of security topics. Having a well-grounded understanding of management and leadership practices makes it easier to move security projects forward.

Objectives and Benefits of the Programme:

The management acceleration program is developed with three objectives in mind:

- understanding your role and responsibilities as a security manager in a designated context
- strengthening your management foundations as a leader in the security industry,
- establishing a collaborative team culture in pursuit of service excellence to clients

Outcomes:

- Upon completion of this program, you will:
- Demonstrate an understanding of the security manager's role and responsibilities within a designated context
- Apply security management principles and professional standards in a designated context
- Identify techniques and strategies for refining your personal leadership purpose in line with client security needs
- Acquire the essential management soft skills (i.e. emotional intelligence, effective communication, listening, negotiation, conflict management, problem-solving, decision-making) to promote an enabling teamwork culture for effective client service delivery
- Confront security obstacles in the workplace including having uncomfortable conversations, leading teams, and coping with complexity.
- Identify management strategies for driving security operations while maintaining team performance.
- Apply risk management strategies, control mechanisms, and vulnerability management to navigate teams through incidents



Delivery Mode:

The training will involve the use of case scenarios, group discussions, team-based exercises, in-class games, and a security leadership simulation to assist participants to absorb management topics.

Who Should Attend?

This program is intended for those who are:

- First-time managers/supervisors/team leaders
- Those acting in middle management positions recognized the need to update their skills

Benefits of the Attending:

This training program will equip security with the latest management skills required to lead security teams effectively in designated workplaces.

Assessment:

Assessment is based on the submission of a portfolio of evidence.

Program Duration:

3 Interactive Days

Costing:

Price and Accommodation options are available upon asking.

Excluding:

- Travel to and from other venues outside Pretoria
- Accommodation should client requires for Facilitators to sleep over
- Per diem for facilitator should client request for them to sleep over
- Food available on request at an additional cost



ACCREDITATION:

TSU Training Solutions is accredited with:

TSU Training Solutions is accredited with the attached authorities. We will train you and your personnel according to the same superior standards used to train our own operators and will accredit them with the same certificates as that is served to our own. Our instructors not only teach their skills and knowledge, but also practice them as they are still active operational agents. They are registered as Assessors and Moderators of the skills and course programs they present. The TSU trainers are true leaders in their disciplines and have taught and trained with the best in the world. Globally we offer a wide range of specialized courses to Military, Law Enforcement and Security Industries. With our training based on the same methodologies as globally performed by Police, Military and Specialized Security Forces, we offer an unmatched level of experience and expertise.

SASSETA (local) # 081904000756

PSIRA (local) # 2454415

PFTC (local) # 081904000756

SAPS (local) # 4000963

ACCREDITATION					
					
Accredited by South African Police to conduct Competency training and testing in the use of handgun, Shotgun, rifle and carbine for skills development	TSU Training Solutions is Accredited with SAQA to present accredited training.	TSU Training Solutions is accredited with SASSETA to provide skills program 1, 2 and 3 and Learnerships on NQF Level 3 and 4.	TSU Training Solutions is accredited with PFTC to provide accredited weapons training.	PSIRA Registration Number: • 2454415 T Number: • 1967	TSU Training Solutions use Gerotek to present Advance Driving, offensive and defensive driving techniques.



INSTRUCTOR PROFILES:



BIONOTE: Professor Nicolene Barkhuizen

Nicolene Barkhuizen is currently a Full Professor and the Centre for Work Performance Director at the Department of Industrial Psychology and People Management, University of Johannesburg. She holds the qualifications Bachelors of Commerce in Human Resource Management (Cum-Laude), Bachelor of Honours in Employment Relations (Cum-Laude) and Masters of Commerce in Industrial Psychology (Cum Laude) from the former Potchefstroom University for Christian Higher Education. She obtained her PhD in Industrial Psychology from North-West University. She is a qualified Industrial Psychologist, Masters Human Resource Management Practitioner

and Global Remuneration Practitioner. Prof Barkhuizen is regarded as the leading author of Talent Management on the African continent and is globally recognised for her work in this area.

Throughout Prof Barkhuizen's career she occupied various executive and senior management positions in both public and private higher education institutions such as Dean, Faculty Research Director and Research Entity Director, where she transformed her staff and respective departments towards top achievers. Prof Barkhuizen's research outputs have resulted in more than 150 accredited research publications, 180 peer-reviewed conference presentations, 2 books and 8 book chapters. She also received various prestigious acknowledgements for her research outputs, such as the National Women in Science award for best junior researcher in the field of Social Sciences from the Minister of Science and Technology in 2018. She was twice the winner of the Best Human Resource Management academic in South Africa in 2018 and 2019, awarded by the SA Board of People Practices (the Professional registration body for human resource management in South Africa). The latter institution further acknowledged Prof Barkhuizen for the best publication in Human Resources and the Best HR Consultation product in 2018. Prof Barkhuizen has successfully supervised more than 120 Masters and 18 Doctoral students. Her students' research was also acknowledged with several prestigious awards.

In addition to research, Prof Barkhuizen is passionate about teaching and learning and is constantly involved in developing new programmes and curricula. She has extensive experience lecturing on executive MBA programmes, both locally and abroad, in the areas of Talent Management, Strategic Leadership, Business Intelligence, Strategic Human Resource Management, Visionary Leadership and Change Management, Organisational Behavior and Research Methodology.

In addition, she is a thought leader in developing face-to-face, online and blended learning methods across a broad spectrum of learners. In addition to her academic work, Prof Barkhuizen has vast industry and consultation experience. She is actively involved as a consultant in developing talent management strategies, employee value propositions, hybrid work policy development and other HR, leadership and organisational behaviour-related areas.

Nicolene regularly participates in training for executives' leadership of the parliaments, government institutions and private sector business of various African countries (i.e. Namibia, Swaziland, Botswana, Ghana, Kenya, Zambia, Mauritius, Seychelles, Nigeria, Malawi). Associates describe her as a thought leader, strategist, top performer, innovator and active team leader who can turn any workplace into a top-performing entity.



BIONOTE: Prof Nico Schutte

Prof Nico Schutte is a Full Professor and Research Associate of the Department of Public Administration and Governance at the University of Johannesburg.

Prof Schutte's academic career spans more than 25 years, where he occupied various executive and senior leadership positions within the higher educational context (both public and private), including Acting Dean (Faculty of Business and Economics, University of Namibia), Deputy Dean of Research (former Southern Business School, now STADIO), Director of the Unit for Continuing Education (North- West University), Executive manager of short learning programmes (School of Business Leadership – SBL) and various other Director and Head of Department positions to name but a few.

Professor Schutte's primary research interests and areas of specialisation evolve around Public Administration, Local Government, Human Resource Management, Online-learning, Organisational Behaviour, Talent management and Industrial Psychology related research and practice. He published extensively in the fields mentioned above. In addition, he also supervised a significant number of Masters and PhD students in contemporary issues covering his research field of interest. He received various prestigious awards for his research, such as Most productive senior researcher of the Faculty at North-West University (2014) and multiple awards from the SA Board for People Practices, such as Best Publication in the field of HR research (2015; 2018), and Best Human Resources consulting product (2018) for his community outreach interventions such as Giftback. He also played a crucial role in establishing.

Prof Schutte has vast experience in curriculum development and successfully spearheaded the implementation of an online learning content management system on the Mafikeng Campus of North-West University. He is still acting in an advisory capacity to various higher education institutions to advance knowledge and effective implementation of digital learning platforms. Prof Schutte's teaching experience ranges from Executive leadership to various post-graduate and undergraduate programmes. As the Director of Continuing Education and life-long learning, he has extensive experience in developing and rolling short-learning and credit-bearing programmes to cater to the just-in-time training needs of an ever-changing workplace market. Prof Schutte participated as a guest lecturer and educator in various countries such as The Netherlands, Namibia, Lesotho, Botswana, Zambia, Ghana, Zimbabwe and Kenya.

Associates see him as a cutting-edge visionary ENTREPRENEUR with extensive experience leading a full spectrum of business operations within diverse industries and environments. Business partners, clients, and executive teams are highly regarded as key advisors, creative problem solvers, skilled leaders, and astute process and business analysts. Proven success benchmarking pace-setting results across key performance metrics (sales, revenue, income, quality, production, and service). Track record includes leading strategic initiatives to catapult per annum revenue by healthy bottom-line growth, penetrating overseas markets, Fortune 500 accounts, and capturing multi-million-pound blue-chip ventures.



BIONOTE: Prof Musawenkosi Saurombe

Prof. Musawenkosi Donia Saurombe became a Doctor of Philosophy in Industrial Psychology in 2017, breaking an astounding academic record of becoming the youngest female Ph.D. graduate in Africa, at 23. Prof. Saurombe previously worked as a Postdoctoral Research Fellow at the North-West University and later as a Senior Lecturer at the University of the Free State Bloemfontein. She joined the University of Johannesburg in 2021 and was promoted to Associate Professor at the UJ in 2022. Prof. Saurombe lectures courses in Human Resource Management and Industrial Psychology and supervises postgraduate research. She is also known for the work she does as a civic innovator, particularly concerning women and youth.

Outside of her academic escapades, Dr. Musa has also portrayed great leadership skills and acumens and has been incumbent in leadership roles such as Service Director of the Golden Key International Honour Society (2015/2016), Vice-President of the Golden Key International Honour Society (2016/2017), Track Chair at the Academy of World Business and Marketing Management 2018 Research Conference in Athens, Greece and Ambassador of the Charlotte Manny-Maxeke Institute (an Institute focused on girl and young women empowerment through various initiatives) as of October 2017 till present, among many other professional and community leadership roles.

Musa had the honour of being invited to the BRICS Youth Summit in New Delhi India in March 2018 as well as Moscow, Russia in December 2018 and participates as one of the BRICS Youth Parliamentarians under the South African delegation. In December 2016, Prof. Musa received a prestigious award at the annual Zimbabwe Achievers Awards, South African Edition, for being the young achiever of the year. In April 2017, Prof. Musa was honoured by the South African Board for People Practices

(SABPP) as the Best HR & Industrial Psychology Doctoral Student in South Africa and was recognised by the North-West University as the Overall Top Performer for the year 2016, also with a prestigious award from the Faculty Dean. In July 2017 Prof. Musa was awarded the Emerging Psychologist award by the Society for Industrial and Organisational Psychology of South Africa (SIOPSA). In September 2018, Prof. Musa was featured in the List of Top 100 Most Influential Young Africans by the Africa Youth Awards. In October 2018, Dr. Musa was endowed by the Institute of People Management (IPM) with the CEO's Special Award for being the 2018 Young Leader of the Year through her various distinguishable contributions in her respective field.

A societal mover and shaker, Dr Musa is also known for her work as a “civic innovator” with a focus on women and the youth.



BIONOTE: Jannie van der Westhuizen

I am an independent Forensic Firearm and Tool Mark Examiner with more than twenty-seven years of local and international experience as a Forensic Firearm and Tool Mark Examiner and Consultant in casework, crime scenes, court testimony and presenting training in all aspects of Forensic Firearm and Tool Mark examinations.

I was contracted by (PBSI) Professional Business Solutions, Inc. 1307 Edgewater Point Lake St Louis, Missouri USA 63367 to perform external training in the fields of Forensic Firearm and Tool Mark Investigations and analysis to the Yerevan Forensic Science Laboratory in Armenia during 2012 and 2013.

I have also been involved in the assessment of the Operational Procedures of the Crime Scene and Forensic Department, Ministry of Interior, Kingdom of Bahrain during 2012.

International experience gained being employed as a Forensic Firearm and Tool Mark Examiner, Criminalist, Forensic Consultant and Trainer in the United Arab Emirates, the Balkans and the United States of America. – (04/2002 to 09/2011) South African Police Service; Forensic Science Laboratory in Silverton and Kwazulu/Natal, Senior Forensic Analyst practicing in Forensic Firearm and Tool Mark Analysis. – (1990 to 03/2002)



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