

A STRONG AND STABLE TEAM TO FACE NEW CHALLENGES



The annual Country Managers training aims at keeping the team updated on Security Risk Assessment and Security Risk Management. The 2019 training topics were the following

- » Update on Security Risk Assessment (SRA)
- » Update on Security Strategies
- » Quality Management Standards
- » Code of conduct
- » Corporate and social responsibilities
- » Human rights
- » Media and crisis communication

ASP EDITORIAL

New Challenges Ahead

While business is growing with new clients in Mauritania and Balkans, ASP continues to diversify the range of services provided.

ASP opened an international equipment supply company, Argus Support Projects, to provide security equipment, logistics and training on equipment for our customers. This company, based out of Malta, will work primarily to support our projects but also will open to third parties.

Argus Support Projects will be available for clients from the defense, energy and financial sectors, as well as diplomatic missions and international organizations operating in high-risk, complex and volatile environments.

At management level, ASP operated some change. Early in 2019, the Board recruited Helios Demange, as director. Mr Demange has more than 20 years of experience in the field of security management, particularly in the Middle East.

One of the first event in his agenda was the organisation of the annual Country Managers training.

"With new challenges ahead, ASP objective is to assemble a strong and stable team within an in-house culture of quality managements and with relevant tools to speak the same language in the field of security", explained the new Director.

Developing gender equal opportunities

2

Extending skill expertise

3

News

4

DEVELOPING GENDER EQUAL OPPORTUNITIES

**Opinion of an expert:**

According to a gender expert, finding a job is a first step towards empowerment. But furthermore, working in a traditional male dominated field area is a double challenge. It usually serves as an example for other women in the family and this is how slowly, step by step, gender equality gains territory.

A* is a 28 years married woman with 2 young children. "I studied accounting at school and I never thought that I could be a security guard, she said, but I did not find job in my field and I had to work".

A. is like hundred other women in some Middle East countries struggling to find a decent work. "There is a lot of prejudice in the mentalities about what should be a woman job", she says, "but we are capable and ready to embrace new career".

With the support of her family, she decided to answer the job offer as a security guard in one of the security guards' team for a diplomatic mission. "I did not have any experience, she says, but I must say that that the training was comprehensive and very efficient".

Today A. is the first person that any visitor meets at the entrance of a diplomatic mission. She checks ID and registration list, always smiling. "This work has opened up new perspectives because I learned a new field, new skills and I realised that I like to be in contact with the public".

For the International Security Guard supervising the team, her presence introduced more discipline among the team of men. "It is very interesting to see how some behaviours can change when a woman joins a team of men-oriented-job field", he explains. For example, more punctuality, and change of vocabulary".

When addressing security, people automatically think about physical force, rarely about discernment and sensitivity. In a security guard function inside a diplomatic mission, women qualities represent a real added value. "Their presence can comfort a female visitor, but their vigilance remains unaffected and this is crucial", explains an ASP Security Advisor.

**we decided not to give the name of this local guard for professional reasons.*

According to studies, even if security has historically been a male-dominated sector, and in many ways continues to be so, the number of women working in security is by no means negligible nor are the contributions of women to the sector hard to discern. In 2014 the U.S. Department of Labor reported that only 7.5 % of security and fire alarm installers, 18 % of information security analysts and 23% of people working **in the security guard sector** were women.

Despite these statistics, the balance of power is shifting. There have been substantial increases in the number of women entering the industry in recent years, and there are tremendous stories of women being promoted to senior-level positions. Some security executives are actively promoting and recruiting women because they recognize the correlation between diversity and business success. There is also an interesting indicator in the growing number of networking groups within the security industry designed specifically for women. Two examples are indicative: The Security Industry Association (SIA) developed the Women in Security Forum to support the participation of women in the industry and ASIS has its Women in Security Council.

EXTENDING SKILLS EXPERTISE

The 2019 annual Country Managers training gathered our core field staff at ASP HQ in Nicosia: Ghassan Abdallah, ASP Mauritania Country Manager, Srdjan Kabadaic, ASP Balkans Country Manager, George Merhi, ASP Middle East Manager, and Gabor Pocsmegeyeri, International Security Manger in Saudi Arabia.

Networking and Sharing Experiences

The annual Country Managers training aims at updating the team in Security Risk Assessment and Management, ISO Standards, Human, rights, Corporate responsibilities. But it is also a good opportunity for the team to meet with HQ and share experiences and knowledges.

In the field of security management, nothing is as valuable as practise and experiences. Our training process uses basic simulation exercises based on practical examples faced by ASP team. This enable our staff to be deployed in any country and start operating efficiently in a short time frame.

This year, the annual training emphasis on media and crisis communication. The new channels of information, especially with social media, forces us to question our external communication strategy and adapt our crisis communication process, where all the staff must be involved.

Participants were invited to work on a crisis communication scenario with the objective to help them identifying and understanding key mechanisms of external communication, especially communication with media, and measure media impact.

This is crucial as we often have to face circumstances in which our customers (often international organisations deployed in host countries) can be put in difficult situations or have difficulties with their relations with host country or local partners. Information can be leaked to the press or the position of it can happen that our client is not always understood or popular in the host country". It is not rare that ASP security guards become first point of contact when journalists arrive and start asking questions.



"It take 20 years to build a reputation and 5 minutes to ruin it". (Warren Buffet)

In Mauritania as well as in the Balkans, ASP country managers need to have multiple competences to be able to manage contracts, ensure clients relation and prospect new markets.



"We have to adapt to different clients, within the same needs for security. The approach of the Integrated Management System is a guarantee for quality, consistency and sustainability", said Srdjan Kabadaic.



"It is definitely vital to feel in a network and to be able to exchange because between us, it helps in addressing some issues with another perspective", explained Gabor Pocsmegeyeri.

NEWS

Argus Support Projects

Argus Support Projects (ASP) is an international equipment supply company that provides security equipment, logistics and training for our clients.

We work with clients from the defense, energy and financial sectors, as well as diplomatic missions and international organizations operating in high-risk, complex and volatile environments.

We will offer a wide range of equipment to support all types of operations with a best value for money along with a logistic process to transport and deliver the equipment and trainee the users.

New Contracts

In diplomatic missions, ASP International, in partnership with DA-KAT Corporation Tunisia Security, won a 4 years framework contract to provide security services to the EU Delegation in Tunisia and Libya (based in Tunis).

ASP International have also been awarded the new framework contract in Saudi Arabia. ASP Montenegro (a branch of ASP Balkans) won a 6 years framework contract to provide security services to the EU Delegation to Bosnia and Herzegovina.

In oil and gas, ASP Mauritania is running several projects, as leader, and also as subcontractor with important firms.

Promoting Young Talents



The team receiving Byron Kelleher Half Back in All Blacks as a team sponsor

As part of its support towards young talents, ASP International is sponsoring the Rugby Academy Team of the French-Cypriot School (EFCN) in Nicosia. The Academy has been newly created by 2 volunteers with the aim of creating a network with Rugby Teams in Cyprus, in France and in England and organizing rugby matches in Cyprus and abroad.

"This sponsorship is part of our commitment to promote efforts and perseverance as strong values that are needed in any professional career", said the Director of ASP International, Helios Demange.



Argus Security Projects International
www.aspgroup.com
info@aspgroup.com

Registration N° HE218195
V.A.T N° CY10218195A

This document is from ASP Group. This document is confidential and may be subject to copyright. It is intended solely for the use of the individual or entity to whom they are addressed. Any unauthorized dissemination or copying of this document, and any unauthorized use or disclosure of any information contained in it, is strictly prohibited.