MPS 1 – Leadership
Category: Leadership and Governance
Tags: leadership, governance, security management, accountability, executive oversight
Description:
Defines intent, required actions, and guidance for embedding security leadership accountability across the organization. Promotes governance through active executive oversight and fosters a security-aware culture at all levels.

🔐 Assessment Criteria (Structured)

1. Security Policy Commitment

- **Requirement:** A formal security and loss prevention policy must be issued, signed by the Managing Director.
- **Evidence:** Documented and dated Security Policy Statement bearing executive signature.

2. Leadership Performance Reviews

- **Requirement:** Organizational leadership must conduct periodic reviews of security performance and associated action plans.
- **Evidence:** Documented meeting minutes, audit trails, and performance review summaries.

3. Managerial Accountability

- **Requirement:** Security responsibilities must be integrated into job descriptions and performance objectives for all relevant managers.
- **Evidence:** Signed job descriptions, performance contracts, or HR records reflecting security accountabilities.

4. Executive Security Governance

- **Requirement:** An executive-level security committee must be established with clearly defined scope, roles, and responsibilities.
- **Evidence:** Committee charter documents, meeting records, and attendance logs.

5. Security in Business Planning

- **Requirement:** Security objectives must be integrated into business planning cycles and key performance metrics.
- **Evidence:** Business plan sections, strategic objectives documents, and KPI dashboards.

6. Improvement Plans

- **Requirement:** Security improvement plans must be approved by leadership, with assigned responsibilities and timelines.
- **Evidence:** Approved project plans, timelines, and responsibility matrices.

7. Security Culture Endorsement

- **Requirement:** Leadership must actively endorse and support security culture initiatives and awareness campaigns.
- **Evidence:** Communication campaigns, executive participation in events, and awareness programme records.

8. Organization-wide Communication

- **Requirement:** Security roles and responsibilities must be communicated clearly across all departments and levels.
- **Evidence:** Internal memos, training attendance records, induction materials.

9. Monitoring and Response

- **Requirement:** Leadership must monitor key security performance indicators (KPIs) and respond to trends or incidents.
- **Evidence:** KPI reports, trend analysis, board meeting reactions and directives.

10. Independent Oversight

- **Requirement:** Leadership must commission independent security reviews or audits at defined intervals.
- **Evidence:** Audit reports, terms of reference, corrective action plans signed off by executives.