



# A Cradle of Security Leadership

(Reliance Security and Risk Management Academy)



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*Our dreams have to be bigger, our ambitions higher, our commitment deeper and our efforts greater.* ”

These inspiring guidelines by our Founder Chairman Late Sh. Dhirubhai Ambani have led to the phenomenal growth of RIL.



- Conceptualised by the late Captain VV Bhat. Established on 17 August, 1998.
- Mission: Provide training to college graduates in all domains of Industrial security and provide sustained training to ensure that Reliance Global Corporate Security (RGCS) officers are aligned to the latest security threats and solutions.
- Motto: Strong in Spirit, Resolute in Purpose.

## Evolution

- RSRMA today is the premier security academy in the private sector that systematically conducts induction training, refresher training and on site training programmes, adopting the latest innovations and methods.
- The RGCS leadership in 2014 aligned RSRMA's learning objectives to business goals by revamping the training programme to impart the best corporate security training in the world to support exponential growth of RIL in different business domains.
- RSRMA is affiliated to R-University since March 2016. The R-University model of standardised, focused, digitised, innovative and flexible learning experience has been incorporated through collaboration with other academies and resources.

## Location

- RSRMA is co-located with RIL Petrochemical Plant at Nagothane in Raigad District that is accredited as the greenest petrochemical plant of the world. The salubrious climate of Konkan Region and the state-of-the-art facilities of RIL Township Nagothane provide ideal conditions for RSRMA to conduct world class training programmes.



## Training Objectives of RSRMA

- Impart world-class training on latest concepts and trends in physical and industrial security, security automation, information security and cyber security.
- Provide a platform to develop leadership and personality development skills and competencies.
- Provide exposure to future skills like persuasion, negotiation and leading without authority in Volatile, Uncertain, Complex and Ambiguous (VUCA) world.
- Spread learning culture among trainees as future leaders by encouraging them to acquire knowledge on business, current affairs and management through book reviews, social media, technology and mutual knowledge sharing sessions.



## Business Goals of RSRMA

- **Risk Management:** Trainees are able to identify security risks associated with operational processes and ensure 100% implementation of control measures.
- **Access Control:** Empower officers to take over the role of access control executives across the industrial or Campus & Office sites.
- **Update Syllabus:** Train subordinate security staff on emerging security concepts and technology to stay in step with operational advances. Develop the habit of continuous learning and spreading learning culture in the environment.
- **Intelligence:** Enable trainees to anticipate risks well in time to implement effective mitigation measures.
- **De-Risking:** Sensitise trainees about De-risking strategies to ensure smooth operations and business continuity.
- **Security Audit:** Enhance internal capacity / capability towards conduct of first party audits.





## Training Activities at RSRMA

### Basic Course

GCS Basic Course duration of 30 weeks is covered in two phases. Induction Training Programme for (Twenty Six Weeks) is conducted at RSRMA and On the Job Training for (Four Weeks) is facilitated at Jamnagar Manufacturing Division.



### Refresher Cadres

Refresher cadres are conducted periodically to hone the skills of officers for promotion. These are initiated through distant learning facilitated through e-learning modules (Eight Weeks) followed by Instructor-Led Training (Two Weeks) at RSRMA. This is further sustained through Post-Training revision, application and evaluation phase (26 Weeks). Final grading is awarded at the end of 36 weeks.

### Spread Learning Culture

The academy spreads learning culture in RGCS through internal and external expert faculty intervention programmes like Spectrum, Leader's Teach, Instructor Cadres, Competency building cadres and Learning weeks for sharing knowledge with RGCS officers. E-learning and social media platforms of RIL also facilitate the spread of learning culture.





## Corporate Social Responsibility

The academy conducts children's adventure camp, organises motivational tours to Defence establishments, actively participates in corporate initiatives like blood donation camps, fraternising with local communities and educating deprived children.



## On-site Training

On-site training programmes are conducted by Subject Matter Experts to facilitate learning while officers are engaged in day to day operational activities.



## Boot Camps

RSRMA conducts innovative leadership games for leaders across RIL to build mental robustness and dynamic leadership skills.



The corporate security professional training programmes of the Reliance Security and Risk Management Academy (RSRMA) are acknowledged as best-in-class training programmes in Industrial Corporate Security. Corporate India boasts of key leaders in the security domain who have been an alumni of this prestigious academy. Stories of exemplary dedication to duty and demonstrated skills in handling volatile industrial security situations with tact are hallmark of the high quality of training at RGCS, beginning at the steps of RSRMA. Over the years, RSRMA has constantly worked towards providing a safe and secure environment.