




THE IMPORTANCE OF STRATEGIC PLANNING IN PRIVATE SECURITY MANAGEMENT

A IMPORTÂNCIA DO PLANEJAMENTO ESTRATÉGICO NA GESTÃO DE SEGURANÇA PRIVADA

LA IMPORTANCIA DE LA PLANIFICACIÓN ESTRATÉGICA EN LA GESTIÓN DE LA SEGURIDAD PRIVADA

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ABSTRACT

This study examines the importance of strategic planning in private security management, linking risk management, contractual governance, technology and human capital development, with a focus on practices that improve operational effectiveness and service continuity, a documentary and analytical review identified patterns connecting formal plans to higher compliance rates and coordinated incident response, the conclusions stress the need for initial diagnostics, well-defined indicators, technical contractual clauses and training programs, as well as the integration of technological investments with governance models that ensure interoperability and maintenance, it is recommended to institutionalize control panels, oversight committees and regular review cycles to support budgetary and operational decisions based on evidence, measures that contribute to organizational resilience, service quality and institutional credibility in the national context.

Keywords: Strategic Planning. Private Security. Governance. Technology. Human Capital.

RESUMO

Este estudo analisa a importância do planejamento estratégico na gestão de segurança privada, articulando conceitos de risco, governança contratual, tecnologia e desenvolvimento do capital humano, com enfoque em práticas que elevam a eficácia operacional e a continuidade dos serviços, a revisão documental e analítica identificou padrões que relacionam planos formais a melhores índices de conformidade e resposta coordenada em incidentes, as conclusões enfatizam a necessidade de diagnósticos iniciais, indicadores bem definidos, cláusulas contratuais técnicas e programas de capacitação, bem como a integração entre investimentos tecnológicos e modelos de governança que garantam interoperabilidade e manutenção, recomenda-se a institucionalização de painéis de controle, comitês de acompanhamento e ciclos regulares de revisão que suportem decisões orçamentárias e operacionais baseadas em evidências, medidas essas que contribuem para a resiliência, a qualidade do serviço e a credibilidade das instituições no contexto nacional.

Palavras-chave: Planejamento Estratégico. Segurança Privada. Governança. Tecnologia. Capital Humano.



RESUMEN

Este estudio analiza la importancia de la planificación estratégica en la gestión de la seguridad privada, articulando conceptos de riesgo, gobernanza contractual, tecnología y desarrollo del capital humano, con énfasis en prácticas que mejoran la eficiencia operativa y la continuidad del servicio. La revisión documental y analítica identificó patrones que vinculan los planes formales con mejores índices de cumplimiento y una respuesta coordinada ante incidentes. Las conclusiones destacan la necesidad de diagnósticos iniciales, indicadores bien definidos, cláusulas contractuales técnicas y programas de capacitación, así como la integración entre las inversiones tecnológicas y los modelos de gobernanza que garantizan la interoperabilidad y el mantenimiento. Se recomienda la institucionalización de paneles de control, comités de monitoreo y ciclos de revisión periódicos para respaldar decisiones presupuestarias y operativas basadas en evidencia. Estas medidas contribuyen a la resiliencia, la calidad del servicio y la credibilidad de las instituciones en el contexto nacional.

Palabras clave: Planificación Estratégica. Seguridad Privada. Gobernanza. Tecnología. Capital Humano.



1 INTRODUCTION

The growing complexity of urban and corporate environments demands private security management guided by well-defined strategies, capable of aligning institutional objectives with risk mitigation and operational continuity, making strategic planning a central instrument for the efficiency and sustainability of organizations in the sector (Ferreira et al, 2023).

The Brazilian scenario, marked by logistical, technological, and regulatory challenges, reinforces the need for structured practices that integrate risk analysis, governance, and operational control, in order to support decision-making based on evidence and indicators (Mizuguti, *et al.*, 2020).

Strategic planning provides a systemic vision that articulates policies, human resources, and technologies, functioning as a link between the corporate mission and daily processes, promoting efficiency and predictability in environments of high vulnerability (Oliveira, 2020).

In large-scale enterprises, such as shopping malls and industrial complexes, the presence of structured plans has resulted in safer operations and the reduction of operational failures, showing that strategic coordination is a determining factor for the reliability of preventive actions (Ferreira et al, 2023).

The implementation of surveillance and control technologies requires a planning process that goes beyond the purchase of equipment, involving criteria for integration, maintenance and continuous training of professionals, so that technology serves as a means and not as an end (Kusther *et al.*, 2010).

The construction of an organizational culture focused on safety is favored when the planning includes awareness-raising and training actions, strengthening risk perception and cohesion among employees, which is reflected in the efficiency of internal protocols (Bazote, 2016).

Outsourcing, widely used in the sector, demands contractual rigor and auditing mechanisms that guarantee the quality of the services provided, and planning is responsible for providing guidelines, indicators and forms of performance evaluation of strategic partners (Oliveira, 2007).

Project management models applied to private security make it possible to structure deadlines, scopes, and results, reducing the margin for improvisation and



increasing the capacity to respond to emergencies, which reinforces the technical and methodological character of strategic actions (Neto *et al.*, 2013).

Organizational diagnoses based on tools such as the SWOT matrix and risk mapping have been fundamental to identify vulnerabilities and guide decisions, transforming data into effective strategies that increase the competitiveness and reliability of the service (Silva Neto *et al.*, 2019).

Performance indicators and measurement systems make it possible to monitor the fulfillment of strategic goals, ensuring feedback from the process and enabling the correction of deviations, a key element in maintaining quality and continuous improvement (Silva *et al.*, 2023).

The objective of this study is to analyze the importance of strategic planning in private security management, highlighting its relevance for operational efficiency, rational use of resources, risk management and the strengthening of organizational culture, seeking to demonstrate how the integration of strategic practices raises the standards of control and protection in institutions (Ferreira *et al.*, 2023).

The justification of this research is based on the growing need for professionalization of the sector, since technological advances, legal requirements and the complexity of modern threats demand that managers adopt structured and sustainable approaches, promoting management based on planning, intelligence and verifiable results, capable of ensuring the trust and credibility of the services provided (Mizuguti, *et al.*, 2020).

2 THEORETICAL FRAMEWORK

2.1 PLANNING, RISK AND GOVERNANCE

Strategic planning in private security articulates organizational objectives, risk identification, and resource allocation, functioning as an instrument to transform technical assessments into operational decisions that support the continuity of activities and the protection of critical assets (Ferreira *et al.*, 2023).

The integration between vulnerability diagnosis and risk matrix makes it possible to prioritize controls and investments, creating a hierarchy of actions that guides the flow of resources and reduces uncertainties in environments with high circulation of people and goods (Silva Neto *et al.*, 2019).



Security governance requires a clear definition of responsibilities, supervision routines, and compliance indicators, elements that must be included in the strategic plan to ensure accountability and transparency in the provision of services, especially when there are multiple stakeholders involved (Mizuguti, *et al.*, 2020).

The adoption of risk management instruments, such as maps, matrices, and prospective scenarios, facilitates the translation of technical data into executable policies, providing subsidies for decisions on investments in technology, personnel, and service contracts (Ronivon, 2020).

The design of performance indicators linked to strategic goals transforms qualitative objectives into measurable parameters, allowing for continuous monitoring and targeted interventions that increase operational efficiency and responsiveness (Silva *et al.*, 2023).

The formalization of contingency and business continuity plans integrates the preventive perspective with the reactive regime, so that planning is not restricted to daily routines, but contemplates extreme scenarios and mechanisms to minimize impacts on critical processes (Oliveira, 2007).

The relationship between planning and technology requires governance criteria that ensure interoperability, maintenance, and data protection, as the incorporation of intelligent systems without organizational guidelines tends to generate high costs and lower-than-expected results (Kusther *et al.*, 2010).

The contracting and outsourcing processes require technical clauses, SLAs and audit routines integrated into the strategic plan, so that the transfer of activities does not imply loss of control or opacity in the measurement of performance (Oliveira, 2007).

Continuous training and technical training of professionals are central components of planning, since technology and processes evolve rapidly, requiring curricular updates and training that preserve the quality of preventive and corrective actions (Bazote, 2016).

Project management models applied to the sector allow strategies to be deployed in concrete initiatives, with schedules, milestones, and metrics that favor disciplined execution and the evaluation of results throughout the implementation cycle (Neto *et al.*, 2013).

The organizational culture focused on safety derives from participatory policies, effective communication, and committed leadership, factors that strategic planning must



formalize to promote adherence and minimize internal resistance to the proposed changes (Ferreira et al, 2023).

Strategic planning acts as an integrating axis between technical assessment, technology, governance, and training, offering a framework that guides decisions, measures results, and ensures the sustainability of protection actions in business and institutional contexts (Silva *et al.*, 2023).

2.2 TECHNOLOGY, INNOVATION AND HUMAN CAPITAL

The implementation of technological solutions in private security systems requires planning that goes beyond the acquisition of equipment, contemplating integration architecture, maintenance protocols, information flows, and data governance, so that sensors, intelligent CCTV, and analysis platforms ensure operational utility and evidence-based decision-making, requiring from the manager a strategic roadmap that links technology to organizational processes and competencies (Kusther *et al.*, 2010).

Technological innovation transforms the nature of work in the sector by shifting part of routine tasks to automated platforms, and it is imperative that the strategic plan provides for training programs, performance evaluation criteria and career plans that preserve the motivation and retention of technical professionals, aspects that condition the effectiveness of investments in automation and data analysis (Bazote, 2016).

The integration between technology and operational procedures requires governance models that define responsibilities, access levels, privacy policies, and audit routines, creating mechanisms that ensure interoperability between heterogeneous systems and allow a coordinated response in critical situations, which reduces operational risks and safeguards the organization's informational and physical assets (Ferreira et al, 2023).

When designing technological infrastructure, the manager must consider cybersecurity, redundancy, fault tolerance, and continuity plans, so that digital incidents do not compromise the physical operation, and this alignment between IT and property security needs to be included in strategic planning as a central element of institutional resilience (Ronivon, 2020).

The impact assessment and total cost of ownership of surveillance technologies should be incorporated into the planning cycle, estimating expenses with upgrading, training, licensing, and replacement, thus allowing budget decisions that prioritize



scalable and sustainable solutions, which avoids isolated investments that contribute little to the overall protection strategy (Silva *et al.*, 2023).

The design of indicators that measure the operational return of technologies detection rates, incident reduction, average response time and adherence to protocols transforms abstractions into measurable parameters, enabling strategic planning to be driven by empirical evidence and adjustments to be made based on quantifiable results (Silva Neto; Santos, 2019).

The cohesion between human resources policies and technological requirements requires models of continuous training, competency assessment and selection processes that privilege technical and behavioral skills, so that human capital becomes a multiplier of the value of technological tools and not a limiting factor of their operational effectiveness (Bazote, 2016).

The outsourcing of technological and surveillance services imposes specific contractual clauses in strategic planning, including SLAs, quality indicators, penalties and verification routines, so that the transfer of activities preserves levels of control and allows the integration of partners into the institution's governance cycle (Oliveira, 2007).

Innovation practices should be driven by well-structured pilot projects, with clear objectives, evaluation milestones, and documented lessons learned, ensuring that technological initiatives scale safely and that strategic planning incorporates learnings before replicating large-scale solutions (Vargas Neto; Patah, 2013).

Professionals' adherence to technological changes is strongly influenced by internal communication processes that clarify objectives, benefits, and responsibilities, and by leaders that promote participation and a sense of purpose, factors that strategic planning should formalize to reduce resistance and accelerate the implementation of new operational routines (Ferreira *et al.*, 2023).

The alignment between technological investment and operational context requires a precise diagnosis of local vulnerabilities, the flow of people and cargo, as well as interaction with external institutions, so that the strategic plan prioritizes solutions adapted to the specific risk of each environment and maximizes the cost-benefit ratio of the actions adopted (Ronivon, 2020).

Finally, the sustainability of technological initiatives depends on governance, financing, and periodic review processes that maintain the timeliness of systems, preserve team training, and ensure that strategic planning remains dynamic,



incorporating new evidence, regulatory evolutions, and social requirements that impact the provision of private security services (Silva *et al.*, 2023).

2.3 CONTRACTS, OUTSOURCING AND PERFORMANCE EVALUATION

The outsourcing of security services is a strategic axis that directly influences the quality of the service, requiring that the planning contain detailed technical clauses, measurable indicators and inspection mechanisms capable of reducing contractual risks and ensuring that the operational execution reflects the institutional objectives established in the master plan (Oliveira, 2007).

Contractual instruments must provide for explicit service levels, reporting procedures, and technical audit routines that allow for the identification of performance deviations in a timely manner, promoting corrective interventions and safeguarding the continuity of critical operations, aspects that the strategic manager needs to formalize from the supplier selection phase (Ferreira *et al.*, 2023).

The construction of performance indicators requires careful translations between organizational goals and operational metrics, so that variables such as average response time, avoided occurrence rates, and adherence to protocols can be monitored and linked to contractual incentives, contributing to accountability and continuous improvement of safety practices (Silva *et al.*, 2023).

The continuous evaluation of operational performance should incorporate quantitative and qualitative methodologies, combining data analysis with satisfaction surveys of internal and external stakeholders, which provides a robust view of the effectiveness of actions and subsidizes strategic decisions related to the maintenance, expansion or restructuring of service contracts (Silva Neto; Santos, 2019).

Compliance clauses and regulatory requirements, when integrated into contractual planning, establish clear boundaries for legal and operational responsibilities, reducing legal uncertainties and contributing to the asset protection of contracting organizations, requirements that are essential in environments with a high degree of public and regulatory exposure (Mizuguti, *et al.*, 2020).

The adoption of contractual governance mechanisms, including monitoring committees, control panels and periodic review routines, allows for the alignment of expectations between the contractor and the contractor, favoring transparency and the



simple measurement of results through evidence, which strengthens mutual trust and the sustainability of long-term partnerships (Oliveira, 2007).

Training and certification programs for service providers, when provided for in the strategic planning and reflected in the contracts, raise the technical level of the workforce made available to the contractor, increasing the quality of procedures and reducing the performance variability that usually occurs in outsourced environments without explicit technical requirements (Bazote, 2016).

The linking of payments to performance indicators and penalty clauses, as long as they are technically well-founded, constitutes a governance instrument that encourages continuous improvement, however, its implementation requires reliable indicators and independent verification processes to avoid disputes and ensure that sanctions are proportional to the severity of the deviations (Silva *et al.*, 2023).

Interoperability between contractor and provider systems, for example, integration between CCTV platforms, occurrence records and management indicators, facilitates real-time monitoring and the generation of reports that feed the planning cycle, so that the technology supports more effective contractual practices and evidence-based decisions (Kusther *et al.*, 2010).

The national case studies highlight that well-conducted initial diagnoses, including analysis of processes, resources and risks, result in contractual terms that are more adherent to the operational reality, reducing the need for additives and subsequent financial rebalancing, while contracts designed superficially tend to generate conflicts and loss of efficiency over time (Neto; Patah, 2013).

The measurement of the value added by private security must extrapolate reactive metrics and incorporate indicators of prevention, image, and business continuity, so that contractual reports demonstrate a tangible contribution to asset protection and institutional reputation, elements that reinforce the justification for strategic investments in the sector (Ronivon, 2020).

However, contractual governance is strengthened when strategic planning establishes review cycles that include lessons learned, sector benchmarking, and updating of technical requirements, ensuring that contracts remain aligned with technological evolutions, regulatory changes, and new forms of threat that impact the field of private security (Ferreira et al, 2023).



3 METHODOLOGY

This is a qualitative study, based on documentary review and thematic analysis of selected sources to understand the importance of strategic planning in the management of private security, the methodological option favored interpretative procedures aimed at the systematization of sectoral knowledge and the identification of recurrent patterns in the consulted evidence (Gil, 2008).

The search strategy included consultations in academic repositories, specialized libraries and institutional databases, using combinations of terms related to strategic planning, private security, asset management and outsourcing, the inclusion criteria favored empirical studies, reviews and technical manuals relevant to the object of study, while the exclusion criteria eliminated opinion materials devoid of clear methodological foundations (Lakatos; Marconi, 2017).

The selection process involved screening by title and abstract, full reading of the eligible texts and application of relevance criteria that considered recency, methodological rigor and practical applicability to the context of safety management, thus favoring sources that offered data, diagnoses or recommendations directly useful for the formulation and evaluation of strategic plans (Gil, 2008).

Data extraction was systematized through collection forms in which objectives, scope, methodological procedures, main findings, recommendations and limitations were recorded, these forms allowed the organization of evidence in a comparable way between the sources and facilitated the construction of analytical categories that supported the conceptual structure of the theoretical framework and the subsequent discussions (Lakatos; Marconi, 2017).

The analysis adopted a thematic categorization technique with iterative coding of the units of meaning extracted from the sources, the procedure combined exploratory reading, initial coding, grouping of codes into categories and analytical refinement through memories and interpretative matrices, making it possible to relate elements such as risk, technology, governance and training to the broader construct of strategic planning (Gil, 2008).

To increase interpretative validity, triangulation strategies were applied between different types of documents, case studies, technical reports and review articles in order to confront convergences and discrepancies, this confrontation between evidence of



different nature strengthened the robustness of the inferences and reduced the dependence on a single type of source (Lakatos; Marconi, 2017).

The methodological limitations resulting from the predominance of descriptive investigations in some themes, the heterogeneity of the formats of the sources consulted and the possible unavailability of proprietary or organizational reports were explained, these restrictions were considered when delimiting the scope of the conclusions and the formulation of recommendations with analytical prudence (Gil, 2008).

The ethical issues inherent to documentary research were observed through faithful citation of sources, respect for authorship, transparency about the selection and analysis procedures, and the exclusion of any personal data subject to confidentiality, such precautions aimed to ensure the intellectual integrity and academic responsibility of the study (Lakatos; Marconi, 2017).

The reliability of the procedures was reinforced by the adoption of peer review routines during the coding and synthesis stages, the reviewers acted in verifying the consistency of the categories, in the reconciliation of interpretative divergences and in the validation of the analytical matrices, measures that contributed to mitigate individual biases and improve the consistency of the conclusions (Gil, 2008).

Thus, it was sought to ensure replicability and transparency by describing the search stages, the terms used, the databases consulted and the inclusion and exclusion criteria, so that interested researchers will be able to reproduce, criticize or expand the empirical survey, the combination of procedural rigor and analytical sensitivity supported the propositions and practical recommendations presented in the following sections (Lakatos; Marconi, 2017).

4 RESULTS AND DISCUSSION

The synthetic analysis of the evidence reveals that the institutionalization of strategic planning correlates with greater operational predictability and reduction of incidents, observing that organizations that formalize objectives, indicators and review routines have better rates of adherence to protocols and more coordinated responses to critical events, a conclusion derived from the convergence between case studies and technical manuals that emphasize the centrality of structured plans for contexts of high circulation and logistical complexity (Ferreira et al, 2023).



The risk management mechanisms identified in the sources studied show that the systematic definition of scenarios, prioritization by probability and impact, and the articulation between preventive controls and contingency measures allow for more effective allocation of resources, reducing indirect costs associated with losses and interruptions, evidence that supports the proposition that risk-oriented planning is a necessary condition for the operational sustainability of risk management activities. security (Silva Neto; Santos, 2019).

Research on technology indicates that the mere acquisition of devices does not constitute a competitive advantage, and an integrative design that includes interoperability, data governance, maintenance and training is essential, so that sensors, analytical platforms and intelligent CCTV translate into useful information for decision making and not into operational overload with no measurable return (Kusther *et al.*, 2010).

The interface between human capital and technological innovation emerged as a determining factor, as the results indicate that continuous training programs, criteria for evaluating competencies and career plans are essential to transform investments in automation into effective performance gains, reducing resistance and promoting the appropriation of new routines by field professionals (Bazote, 2016).

With regard to outsourcing, the consolidated data show that technical contractual clauses, well-designed SLAs and audit routines are instruments capable of mitigating information asymmetries and ensuring homogeneous levels of quality, with the association between robust contracts and lower rates of operational non-compliance being frequent, which reinforces the need to incorporate contractual governance into the core of strategic planning (Oliveira, 2007).

Measurement by indicators proved to be the basis for governance, the sources show that metrics such as average response time, detection rate and compliance rates transform abstract objectives into monitorable parameters, enabling tactical adjustments and informed budget decisions, and it is recommended that the portfolio of indicators combine reactive and preventive measures to capture the added value of private security (Silva *et al.*, 2023).

Project studies applied to the sector indicate that the fragmentation of the scope and the absence of clear milestones compromise the implementation of strategic initiatives, while the adoption of project management practices, with defined stages,



deliverables and responsibilities, facilitates the operationalization of complex changes and increases the probability of success in technological and organizational interventions (Neto; Patah, 2013).

The analysis of costs and return on investment, although less recurrent in the sources, suggests that decisions based on total cost of ownership assessments and operational impact projections tend to prioritize scalable and sustainable solutions, avoiding one-off acquisitions whose maintenance and obsolescence costs compromise the effectiveness of the strategic plan over time (Silva *et al.*, 2023).

Evidence related to organizational culture shows that planning that incorporates communication, committed leadership, and participation creates conditions for greater adherence to procedures and for the internalization of preventive practices, indicating that the behavioral dimension is as relevant as the technical and contractual dimensions for the effectiveness of strategic actions (Ferreira *et al.*, 2023).

Among the barriers identified, regulatory fragmentation, budget volatility and resistance to change stand out, factors that, when not foreseen in the planning, produce deviations in execution and weaken the continuity of initiatives, a conclusion that points to the need for flexible plans, with rapid review mechanisms and budget buffers that allow adaptive responses to exogenous shocks (Ronivon, 2020).

The synthesis of lessons learned shows that continuous monitoring processes and review routines, when institutionalized, generate improvement cycles that translate learning into concrete adjustments, reducing recurrence of failures and promoting the evolution of practices, which is why the institutionalization of control panels and interdisciplinary committees is recommended as an integral part of the strategic plan (Silva Neto; Santos, 2019).

Thus, the practical implications extracted from the sources point to a set of operational recommendations that include formalization of initial diagnoses, prioritization of interventions by risk, technological integration guided by governance, contracting based on indicators and continuous training programs, measures that converge to the construction of strategic plans capable of increasing the resilience, efficiency and credibility of organizations that operate in private security (Ferreira *et al.*, 2023).



5 FINAL CONSIDERATIONS

The consolidation of strategic planning in private security management is a structural condition to increase operational predictability and reduce institutional vulnerabilities, so it is recommended that organizations promote formal processes of diagnosis, goal setting and monitoring that transform specific practices into sustainable and replicable routines.

By integrating risk analysis, contractual governance, technology, and human capital, the strategic plan begins to guide investment decisions and prioritize evidence-based actions, generating a protection architecture that preserves assets, ensures continuity of services, and strengthens stakeholder confidence.

Contractual mechanisms and performance indicators emerge as central instruments of control and accountability, so the elaboration of clear technical clauses, well-defined SLAs and audit routines must be accompanied by independent verification processes and management panels that allow anticipating deviations and promoting timely corrections.

The incorporation of technologies requires organizational design that includes interoperability, maintenance, cybersecurity, and continuous training, so that investments in automation and data analysis are translated into measurable operational improvement and greater detection and response capacity.

The development of human capital and the institutional culture aimed at prevention are factors that amplify the multiplier effect of technical measures, so training programs, competency assessment and internal communication are indispensable inputs to ensure adherence and sustainability of strategic practices.

The adoption of project management practices for the implementation of safety initiatives facilitates the translation of strategies into concrete deliverables, with schedules, assignees, and evaluation milestones that reduce uncertainties, enable lessons learned, and increase the probability of success of organizational interventions.

Given budget constraints and the volatility of contexts, it is recommended that plans incorporate flexibility mechanisms and financial buffers, as well as regular review and prioritization cycles that allow resources to be reallocated according to impact assessments and probability of occurrence.

In practical terms, managers should institutionalize monitoring routines, interdisciplinary committees, and reports based on indicators that combine reactive and



preventive measures, an action that promotes continuous improvement, reduces recurrence of failures, and confers greater resilience to organizations operating in the field of private security.

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