

Mr. Charles Hayle started his journey of leadership at a very tender age. At sixteen, he was appointed captain for the 68th Boys Brigade company which is an affiliate of the Moravian Church in Jamaica. He was the youngest captain to have been appointed.

In 1968, the General Manager of Caribbean Protective Service (CPS) was so impressed with young Charles, who was only 23 years old, that he offered him a job as an ID card Supervisor in the ID card department. CPS was the largest security company in Jamaica at the time and the department printed ID cards for large companies, Universities and Colleges. The ID department did so well that Christopher Wilson the Chairman saw it fit to promote Charles to Area Manager in 1973 to start a branch in Mandeville.

Back then, the unions had a stronger foothold in the Jamaican economic landscape, and it was no surprise that CPS was unionized. Disciplinary hearings required the presence two union delegates, and the perspectives of the delegates was sometimes entirely different from the company's policies, rules, and regulations. This led to workplace conflicts, and strikes were common. The strikers would ignore the disciplinary issues and would instead demand more salary, more benefits, and that no disciplinary action be taken.

There were four industrial strikes that led to CPS losing all their contracts except in Mandeville Jamaica. CPS Mandeville was not large enough to carry the company and it was sold to Dr. Kenneth Benjamin in 1984 and became a part of the Guardsman Group.

Charles retained his job with Guardsman Limited as the Area Manager for Mandeville. This was a new beginning with new challenges for Charles and as he had been doing since the tender age of sixteen, he stood up, took charge, and said follow me. As a result, Mandeville Guardsman grew immensely in clientele and guard force size. Their accounts included Aluminum Partners of Jamaica, Appleton Estates, Revere Copper and Brass, Jamaica, the Coconut Board and Brumdec Rice just to name a few. In fact, business was so good that Charles recommended and got approval for the purchase of a building for the Mandeville office.

It is said that if you want to get something done ask a busy man to do it, and Charles' reward for his hard work was responsibility to manage the offices across eleven Parishes, to include large offices like Montego Bay, Mandeville, Old Harbour, May Pen, and Negril.

And if you think managing the offices across 11 Parishes was enough – you are wrong. Due to his knowledge and expertise in the security industry, Charles was chosen to visit St. Lucia and St. Vincent to reorganize the operations in those countries. Charles recalls that in St. Vincent, he met with the Prime Minister, Dr Ralph Gonzales, with whom he had tea. Charles has not revealed what, if anything, was in the tea, but we suspect they had a very spirited meeting.

Today Charles Hayle is the General Manager of the Mandeville operation. He credits his success to the team of staff and guards that he has nurtured as well as the hard work, integrity, discipline, perseverance, patience, and commitment that he has brought to the job.

Charles, for your over fifty years of dedication to the industrial security profession, we salute you.