The Construction of Public Security Intelligence Analyst Team under the " Wild Goose Queue Effect "

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Abstract: At present, the efficiency of the team analysis mode of Public Security Intelligence Analysis Department is not enough, and the phenomenon that the intelligence analysts in the team work independently is in the majority. Based on the "wild goose queue effect", it is now tries to construct a three-level flying wild goose team structure of "Director of intelligence analyst", "Specialist of intelligence analyst"and "Assistant of intelligence analyst", in order to improve the work efficiency of the public security intelligence analyst team, the team leading wild goose rotation mechanism, the member cooperation mechanism and the member growth mechanism are taken as the main contents of the team building. After the establishment of the team, it is suggested that three measures should be taken to ensure the operation of the team, which are "The unity of the team goal", "Giving full play to the role of the leading goose"and "Actively building the team culture".

1. Introduction

At present, public security organs have more and more demands on public security intelligence to solve various kinds of cases and maintain social stability. The team analysis model can effectively improve the work efficiency of the analysts. At present, the team work model of the public security intelligence analysis department in our country mainly focuses on the "physical superposition"of the analysts, the enthusiasm and creativity of public security intelligence analysts were not fully exerted[1]. It is necessary for us to introduce scientific team-building methods to construct an effective team work model for public security intelligence analysts. The "wild goose queue effect"is one of the important methods of team building. This paper tries to build a team of public security intelligence analysts under the guidance of "The flying wild goose effect".

2. "Wild Goose Queue Effect"and the Construction of Public Security Intelligence Analyst Team

2.1 Wild Goose Queue Effect

The "wild goose queue effect"originated from the study of the formation of wild goose. Biologists studying flight patterns of wild goose as small as two or three and as large as a hundred

have found that wild goose as a whole save more energy when flying in common formations such as the "One"or "Man"character, the reason is that while the wild goose are flying in formation, the latter can save energy by using the air flow generated by the flapping of the wings of the former, and lead the flock alternately when the leading goose is exhausted, to ensure that the physical strength of the lead wild goose can always lead the wild goose group forward, the ultimate realization of the whole flock of wild goose migration goals[2]. Management experts introduce the theory of flying wild goose into management field, which is called "Flying wild goose effect". Through the mutual verification and supplement of theory and practice, the "Flying wild goose effect"has formed a relatively perfect management method at present.

"Wild goose queue effect"is widely used in economic research, team building, new personnel training mode and other fields. Among them, team building improves the enthusiasm and creativity of team members, helps to enhance the cohesion of staff, and plays an important role in improving the efficiency of the current public security intelligence analyst team.

2.2 Using the Effect for Reference to Guide the Construction of Public Security Intelligence Analyst Team

Public security intelligence analyst team members need to be more cohesive. The Public Security Intelligence analyst is the core member of the public security intelligence work, whose working ability and working condition directly decide whether the public security intelligence work can be carried out smoothly. The current team model makes team members have a low sense of belonging, does not have the role of improving the working state of members, cultivating their working ability. Using "wild goose queue effect"as a reference to guide the construction of public security intelligence analysts'team, we can build the analysts'team into a group that doesn't abandon and give up like the flying wild goose, and effectively condenses the team members.

Public security intelligence analysts need to work more closely together. Members of the public security intelligence analyst team need to work more closely to improve their work efficiency. The current "physical overlay"style of team members work mainly based on individual ability, can not give full play to the team's overall collaborative effectiveness. Using "wild goose queue effect"as a reference to guide the construction of the team of public security intelligence analysts is helpful to strengthen the cooperation among the team members, give full play to the advantages of the team work, and improve the work efficiency of the public security intelligence personnel.

Public security intelligence analyst training needs to be more effective. The traditional "mentoring" training mode of public security organs relies on the teaching level of teachers and the learning ability of apprentices in training new public security intelligence analysts. The training speed is different, and the training method is not effective enough. Using "wild goose queue effect"as a reference to guide the construction of the team of public security intelligence analysts can help to improve the shortcomings of this traditional training model and construct a more effective training model of public security intelligence analysts.

Under the consideration of three factors including the cohesion of the team members, the close cooperation and the construction of the effective new personnel training mode, it is worth trying to guide the construction of the public security intelligence analyst team with "wild goose queue effect".

3. Thoughts on the Construction of Public Security Intelligence Analyst Team under The "Wild Goose Queue Effect"

3.1 The Team Structure of the Echelon Public Security Intelligence Analyst

Under the guidance of "wild goose queue effect", this paper makes the following assumptions on the team structure .The overall structure of the system is designed as shown in Figure 1.
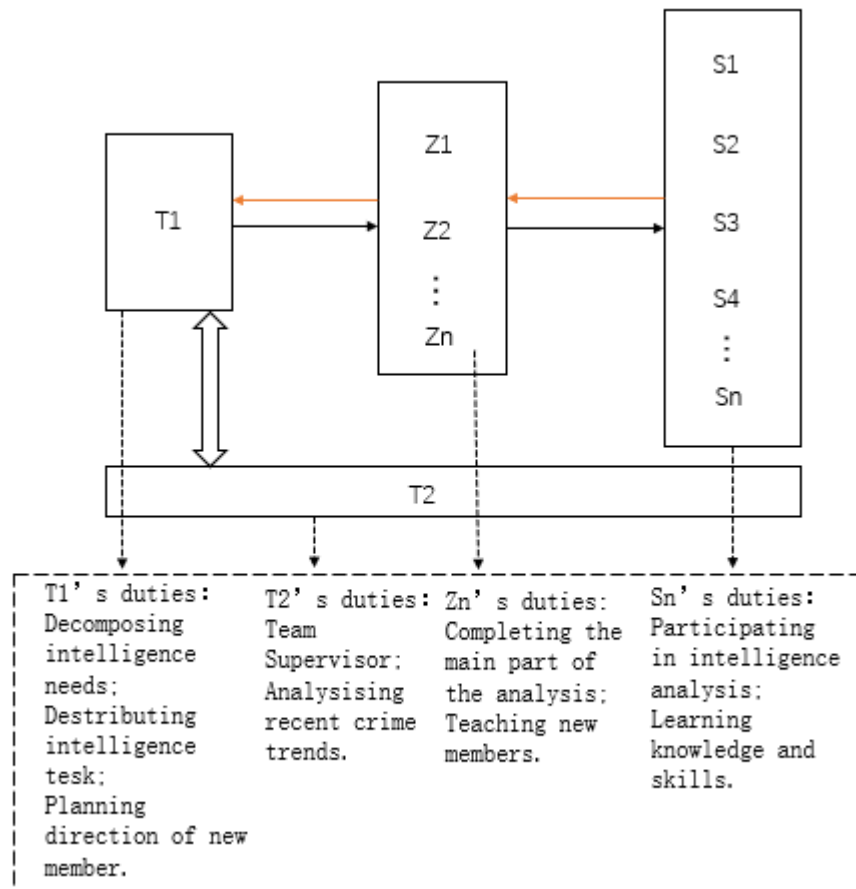

Fig.1 Public Security Intelligence Analyst Team Overall Structure

Under the consideration of three factors including the cohesion of the team members, the close cooperation and the construction of the effective new personnel training mode, it is worth trying to guide the construction of the public security intelligence analyst team with "wild goose queue effect".

T is the leading wild goose, T1 and T2 are the members of the leading goose hierarchy in different positions in the rotation mechanism. The members of the leading goose hierarchy are named as the director of public security intelligence analyst.

Z stands for middle wild goose, Z1, Z2... Zn refers to different members of the middle wild goose, and the members of the middle wild goose are named as public security intelligence specislist analyst.

S stands for young wild goose, S1, S2, S3, S4... Sn refers to the different members of the young goose level, and the members of the young wild goose level are named as the assistant of the public security intelligence analyst.

Solid line boxes represent the personnel composition of each part in the operation of a flying wild goose team.

The dotted boxes indicate the responsibilities of each part of the formation chart.

One-way dotted arrows indicate the main tasks of each part of the wild goose formation team.

The one-way black straight arrow indicates the driving relationship between the director of intelligence analysts, the specialist of intelligence analysts and the assistant of intelligence analysts in intelligence analysis work.

The one-way yellow straight arrow represents the promotion mechanism for team members.

The two-way straight arrow indicates the post rotation of the director of public security intelligence analyst in the rotation mechanism.

3.1.1 Director Duties of Public Security Intelligence Analyst of the Team

3.1.1.1 Grasp the Quality of Intelligence Products

As shown in figure 1, T1 is responsible for the initial decomposition and analysis of the team's intelligence needs, communication with the Zn direction of the next step of analysis, responsible for the quality of the analysis team's intelligence products. The compilation of public security intelligence product is a very serious work. Any mistake in the compilation content may lead to the mistake of decision-making or the mistake of action. The director of intelligence analysis is responsible for supervising the quality of intelligence products produced by the intelligence analysts, which is conducive to ensuring the political, objective and professional nature of public security intelligence products.

3.1.1.2 Guide the Direction of Trust Growth

The director of public security intelligence analyst also judges the competency level of new members of the team and arranges study plans for the new members. The director of the team intelligence analyst is responsible for the content of the new intelligence personnel's phased training. As an analyst with rich experience in analysis, the director of the intelligence analyst is more objective in judging the stage in which the new intelligence personnel's knowledge and ability are located, and A long-term plan for the growth of new intelligence agents.

3.1.1.3 Team Analysis Supervisor

The duty of public security intelligence analyst director T2 is to supervise the work of intelligence analysis of the team first. Because of the existence of cognitive deviation and group polarization, the intelligence analysis will produce all kinds of errors, and even affect the police decision-making seriously[3]. Therefore, one of the duties of T2 is to supervise the intelligence analysis work of the team, to help reduce the cognitive bias and other phenomena in the intelligence analysis work from the perspective of bystanders, and to ensure the smooth progress of the intelligence analysis work.

3.1.1.4 Analyze the Characteristics of Phased Intelligence Requieements

T2 also needs to summarize and analyze the intelligence needs for a certain period of time, summarize and plan the effect of the overall analysis of the team, and make a prediction for the adjustment of the team goals. The analysis of the change of intelligence demand is helpful for the team of intelligence analysts to pay more attention to the work, to summarize and analyze the intelligence demand in a period of time, and to prevent crime.

3.1.2 Responsibility of Public Security Intelligence Specialist Analyst of the Team

3.1.2.1 Complete the Main Work of Intelligence Analysis

The intelligence analyst specialist, under the leadership of the team intelligence analyst director, breaks down the intelligence requirement tasks and completes each of the main parts. In the era of big data, the task of intelligence analysis becomes more and more important. To complete the specific task in limited time, the intelligence analyst should focus on the process of intelligence analysis. In the formation of the echelon-type public security intelligence analyst team, complete intelligence requirements are broken down into tasks that need to be completed by the director of the intelligence analyst, who can be more focused and fast to complete the work.

3.1.2.2 Lead New Members to Participate in Intelligence Analysis

The public security intelligence analyst specialist needs to lead the public security intelligence analyst assistant to complete the intelligence analysis work together, helps the young goose quickly to be familiar with the analysis work main content. This can not only reduce the workload of the public security intelligence analyst specialist, but also help new people familiar with the content of intelligence analysis. In this process, the tradition of "help and lead"to train new members is broken down into a detailed learning process, which can better plan the growth of new members.

3.1.3 Public Security Intelligence Analyst Assistant Duties of the Team

3.1.3.1 To Assist in Intelligence Analysis

The assistant duty of the public security intelligence analyst is to assist the intelligence analyst to finish the main work of the intelligence analysis. As a new intelligence analyst, it is the requirement of a public security intelligence analyst to complete the task of intelligence analysis, and assisting the intelligence analyst to complete the task of intelligence analysis can help him to be familiar with the work of intelligence analysis.

3.1.3.2 Learn Analysis Method and Experience

While completing their work, public security intelligence analyst assistants need to improve themselves, break the knowledge barrier of intelligence analysis, and plan their study direction under the arrangement of team intelligence analyst director, follow the intelligence analyst to learn all kinds of intelligence analysis methods and other tacit knowledge. The leading goose leads the direction, The middle goose leads the growth, the public security intelligence analysis assistant, as the team intelligence analysis new person, will determine the study direction under the responsibility of the team intelligence analyst director, under the leadership of the intelligence analyst specialist, participate in the intelligence analysis work, study and grow by stages.

3.2 The Main Content of the Construction of Public Security Intelligence Analyst Team

3.2.1 Appropriate Team Size

Appropriate team size is a strong guarantee for the successful development of public security intelligence analysis. The minimum size of a team is three[4]. The team of public security intelligence analysts can be as small as three people, it can be composed of "One leading wild goose-level member, two middle wild goose-level members"or "One leading wild goose-level member, one middle wild goose-level member and one young wild goose-level member". Team size is easy to cause members slack. In order to run efficiently, the maximum size of public security intelligence analyst team should be controlled within 12 people[5]. When the number of intelligence analysts is large, a multi-echelon type intelligence analyst team can be formed. The basic formation of the echelon intelligence analyst team is shown in figure 1. The size of the formation depends on

the actual situation. At present, the public security intelligence departments around the shortage of analysts, a larger team of intelligence analysts is not practical.

3.2.2 "Airflow" Generation Mode-Process of Analyst Collaboration

The airflow generated by the first wild goose in the wild goose formation is the key to the energy-saving flight of the second wild goose, and the key to the "1 + 1 > 2"effect of the wild goose formation team. In the echelon-type public security intelligence analyst team, this "airflow"is the necessary help that team members provide each other in the process of intelligence analysis.

3.2.2.1 First "Airflow"-Decomposition of Intelligence Requirements

Decomposition and visualization is the first step to deal with intelligence requirements, which determines the general direction of intelligence analysis and the selection of analysis methods. This step is carried out jointly by the director of the intelligence analyst and the intelligence analyst specialist. The director of the intelligence analyst has a wealth of business experience and a keen sense of judgment, and this step of collaboration will save the intelligence analyst specialist a lot of energy and time in the analysis process. At the same time, the intelligence analyst specialist will also learn from the experience of the intelligence analyst director in judging the intelligence demand, which is beneficial for the team "middle goose"to grow into "leading goose".

3.2.2.2 Second "Airflow"-the Help of the Young Wild Goose

Intelligence analysts often start with incomplete and incomplete pieces of information, and in the process of analysis they need to constantly supplement the elements of relevant information, so as to have a more comprehensive understanding of the criminal phenomenon and approach the truth of the facts[8]. Under the guidance of the intelligence analyst, the assistant will do the necessary work to collect relevant data and contact other information sources, thus saving the time and energy of the analysis process.

3.2.2.3 Third "Airflow"-the Help of the Young Wild Goose

The process of intelligence compilation is the comprehensive utilization of all kinds of intelligence materials. The quality of Public Security Intelligence compilation directly affects the value of intelligence and the effects it can produce, especially some intelligence compilation with core and secret intelligence, this type of intelligence writing requires higher quality, more accurate, more professional, so the team of public security intelligence products produced by the intelligence analyst after completion by the intelligence analyst director review, in order to ensure the quality of intelligence products.

3.2.3 Leading Goose Rotation Mechanism

The wild goose rotate with the rest of the flock whenever they run out of energy, ensuring that they always have a strong leader.The echelon team of public intelligence analysts borrowed from this. The chief intelligence analyst rotation principle is: periodic rotation and according to the actual demand rotation.

A periodic rotation is a rotation that occurs at regular intervals. The characteristics and trends of intelligence demand in different stages need to be analyzed and summarized, and the intelligence of social stability and various illegal and criminal situations need experienced intelligence analysts to take specific time and energy to think. Intelligence analysis plays an important role in the prevention of crime, especially in the prevention of telecom fraud, civil disorder and so on.

Therefore, it needs the experienced director of intelligence analyst in the team of intelligence analysts together with the team members, active analysis to assist public security decision-making layer to maintain social stability. In addition, regular rotation also allows the director of intelligence to review his strengths and weaknesses in leading the intelligence analysis team.

Rotation according to actual needs, that is, according to the actual occurrence of public security intelligence analysis work, such as another intelligence analyst director in the team needs to study, or the type of intelligence needs over time is more in line with what other members of the team are good at. The rotating director of intelligence analyst is in the supervisory position, responsible for supervising the team intelligence analysis work status and growth rate of team newcomers.

3.2.4 Team Member Growth Mechanism

Intelligence analysts need to adapt to the changes of intelligence retrieval methods and analysis methods brought by technology changes. In the era of information explosion, analysts need to be highly sensitive to various forms of information. Therefore, the members of the public security intelligence analyst team need to attend training to improve their analytical ability. Common training methods are: University Training, information-based training, online platform training, etc. . [6]

Within the echelon public security intelligence analyst team, the promotion of an intelligence analyst assistant to an intelligence analyst specialist or an intelligence analyst specialist to a director of an intelligence analyst requires participation in a competency assessment. The team of public security intelligence analysts has three levels: "leading goose", "middle goose"and "young goose". The members of the team have steady growth channels. For example, the team "young goose"involved in "middle goose"intelligence analysis activities first need to master the use of intelligence analysis methods and data collection platform to provide "wild goose"in the analysis process of data support.Secondly, we need to master the tools and methods of intelligence analysis under the leadership of "leading goose", and take on the task of team intelligence analysis. Finally, "young goose"need to master the production of intelligence products related standards, requirements, to achieve the level of independent production of intelligence products[7].

The flying wild goose pattern sets up a three-level training pattern for new personnel, which has the characteristics of stages and objectives. For new personnel in intelligence analysis, this training pattern has a clear direction of effort and knowledge requirements, it's pressure, it's motivation, it's goal, it's evaluation. By using the training mode of the flying wild goose for reference, the intelligence analysis team can clearly understand the growth rate, knowledge and experience level of the new personnel, and then prepare to take on more tasks.

3.3 Guarantee Measures for the Team

In order to run the team, the following measures should be taken: constructing the common goal of the team members, giving full play to the key function of "leading goose", and building the team culture of not abandoning and not giving up.

3.3.1 Build Consistent Goals in the Team

The premise of the application of "wild goose queue effect"is that the goal of the team is the same, and the internal friction will be caused by the different goal of the team. It is helpful for the team members to have a clear direction of effort, and a clear direction of work is the precondition to achieve the goal, performance appraisal is an important tool for evaluating team members'performance. Under detailed objectives, it is easy to see how much team members have contributed to the achievement of each objective. It also helps to indicate the overall progress of the

team, for example, the pursuit task of the Public security intelligence Analysis team can clearly see the nodes of the pursuit task in front of the specific, clear and unified target.

3.3.2 Give Full Play to the Role of Leading Goose

The director of public security intelligence analyst should grasp the working direction of team members, ensure the working quality of team members, give full play to his role as team leader, and play a good demonstration effect. Managers of intelligence agencies should also be good at discovering, cultivating and mining intelligence analysts suitable for leading wild goose. A qualified leader needs to have some outstanding qualities, such as the ability to control the situation, the sensitivity of the intelligence needed to gather, and the ability to respond quickly in an emergency, intelligence managers need to pay attention to what team members are good at, and identify, cultivate, and exploit the best "leading goose"intelligence analysts to create a demonstration effect, this helps to set goals for other team members, and stimulates team members'enthusiasm.

3.3.3 Actively Build Team Culture

Intelligence team culture is a team culture with intelligence characteristics. As the core of public security intelligence work, the intelligence culture construction is essential. The content of the intelligence team culture varies from team to team, but the construction of some common intelligence culture is essential, such as safe and reliable confidential culture, win-win cooperation and sharing culture, standardized culture, scientific and intelligent innovation culture, rigorous and accurate data culture, demand-oriented service culture[8].

The construction of intelligence team culture needs the initiative guidance of team leader and the joint participation of team members. The intelligence team culture is created jointly by every team member, and every member is both a participant and a beneficiary. Many tacit knowledge of public security intelligence analysts is summed up through the subtle influence of the intelligence culture, if some writing norms should be followed in the writing of intelligence products, the unified standard culture constructed by the team can make the team members consciously abide by writing norms when writing intelligence products.

4. Conclusion

The construction of public security intelligence team is one of the contents of deepening the reform of public security. Under the guidance of "wild goose queue effect", the team construction can condense a single working state of public security intelligence into a team and a real collective. A team of public security intelligence analysts who "fly with the leading goose,""fly with the middle goose,"and "fly with the young goose,"will greatly enhance the efficiency of the work of the intelligence analysts and meet the increasingly urgent intelligence needs to the greatest extent, to better assist the public security decision-making to maintain the stability of the country and society.

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