

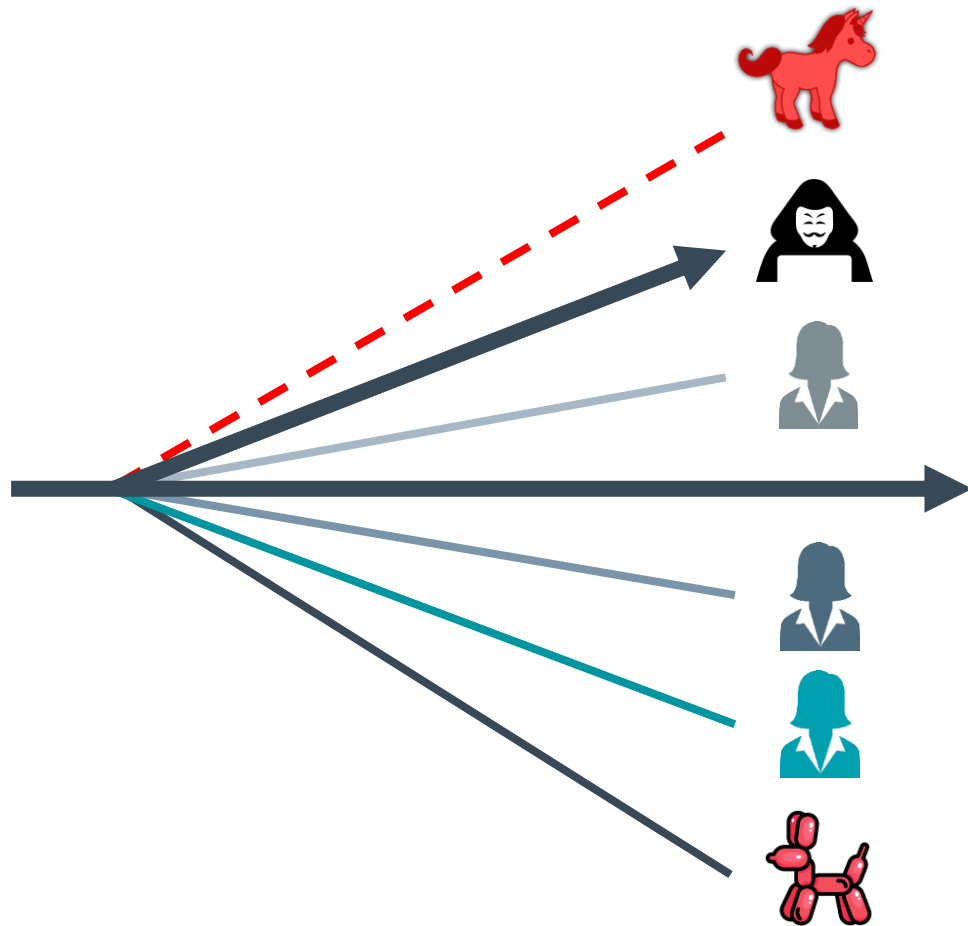


First 100 days



V01
August 2023

Recap - CyberSecCon (October 2022)



Ref : "Journey of managing cyber risk –
The Tower Experience ", CyberSecCon 2022

It Takes Time

1. Hygiene Takes Time

IT Processes such as removing old accounts, sustainable patching, and decommission underpins your Cyber Risk

2. Right Culture and Awareness Takes Time

Common language and opportunity to act are important to sustained behaviour and security culture

3. Partnering (Right) Takes Time

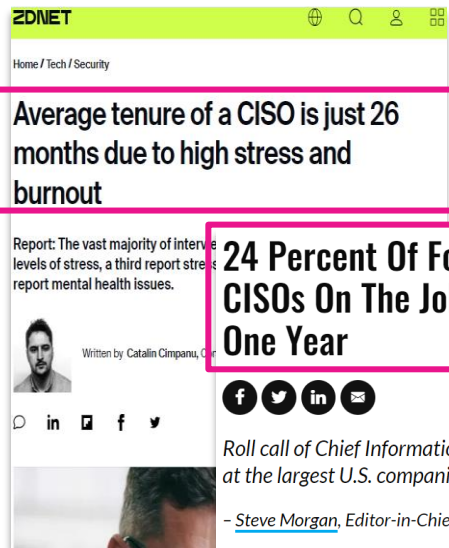
Find and work with partners that complement you, inform you and take the time to understand your context

4. "Habit Forming" and Sustained Investments Takes Time

Big jumps may not be as effective, adjust responses to emerging threats and build habit of security & resiliency

COVID or not – certain things don't seem to change

2020 – 26 months is the Avg. tenure for CISO, 24% CISO in Fortune 400 < one year



24 Percent Of Fortune 500 CISOs On The Job For Just One Year

Roll call of Chief Information Security Officers at the largest U.S. companies

– Steve Morgan, Editor-in-Chief

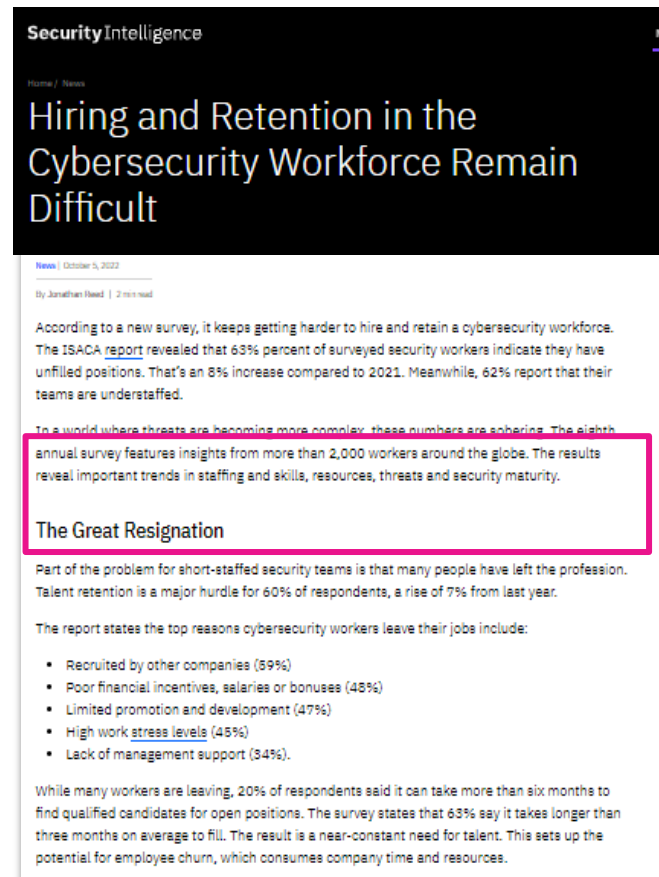
Sausalito, Calif. – Jul. 13, 2020

Turnover is rampant when it comes to chief information security officers at the largest companies in the U.S.

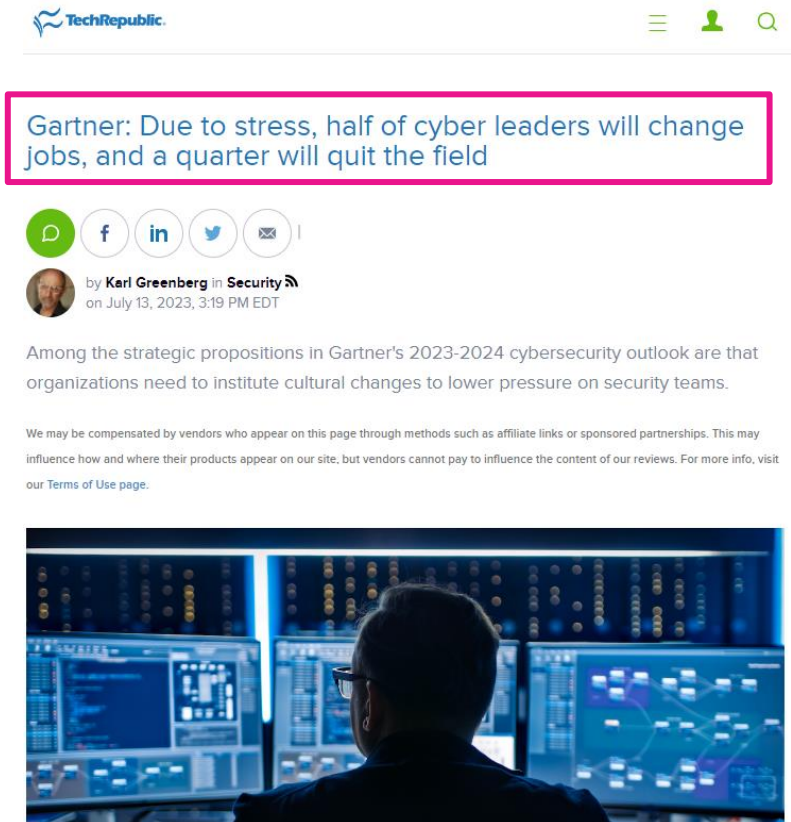
The average tenure for CISOs has been estimated at 18 to 26 months by various sources. By comparison, The average tenure for a CIO at the top 1,000 U.S. companies is 54 months, according to Korn Ferry.

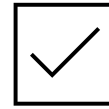


2022 – 60% of Cyber Leaders see talent retention as a major

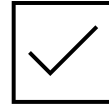


2023 – 50% of Cyber leaders will change job, 25% will quit





Why change ?



Who you need to take on the journey ?



How will you know if you are making progress ?



What are your barriers ?
Are they (real barriers) ?



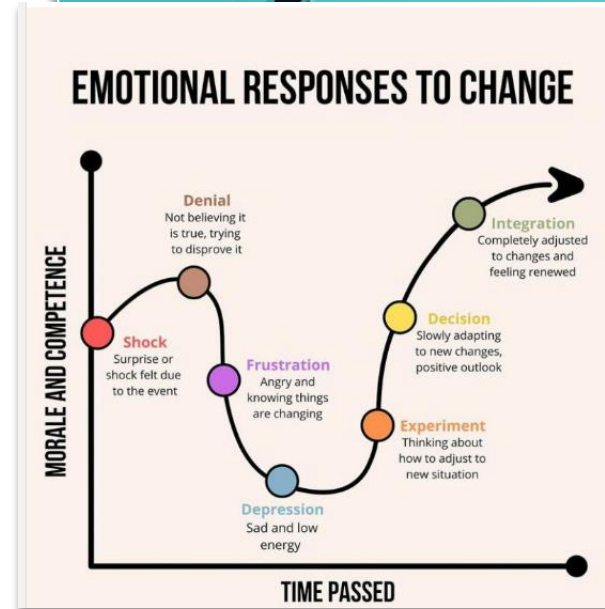
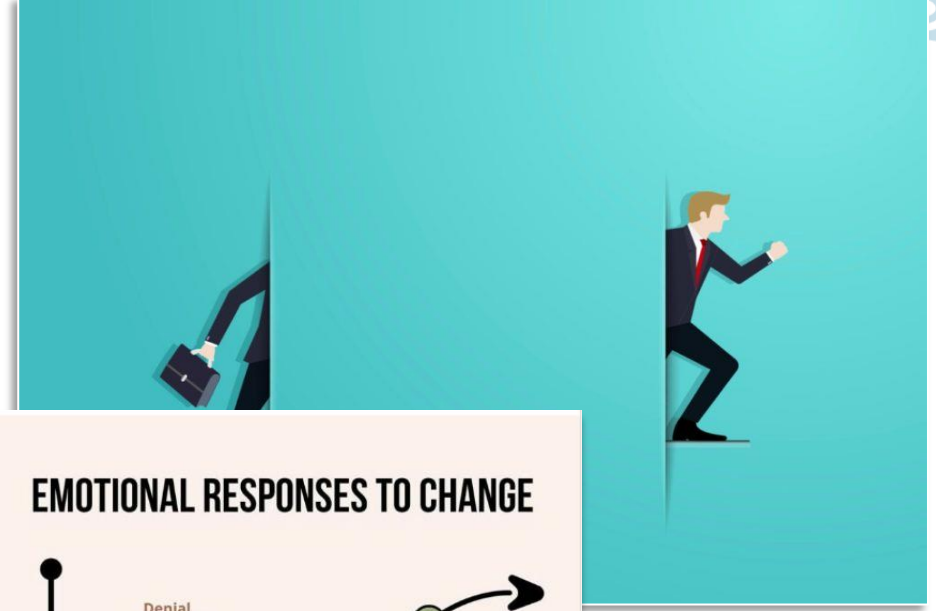
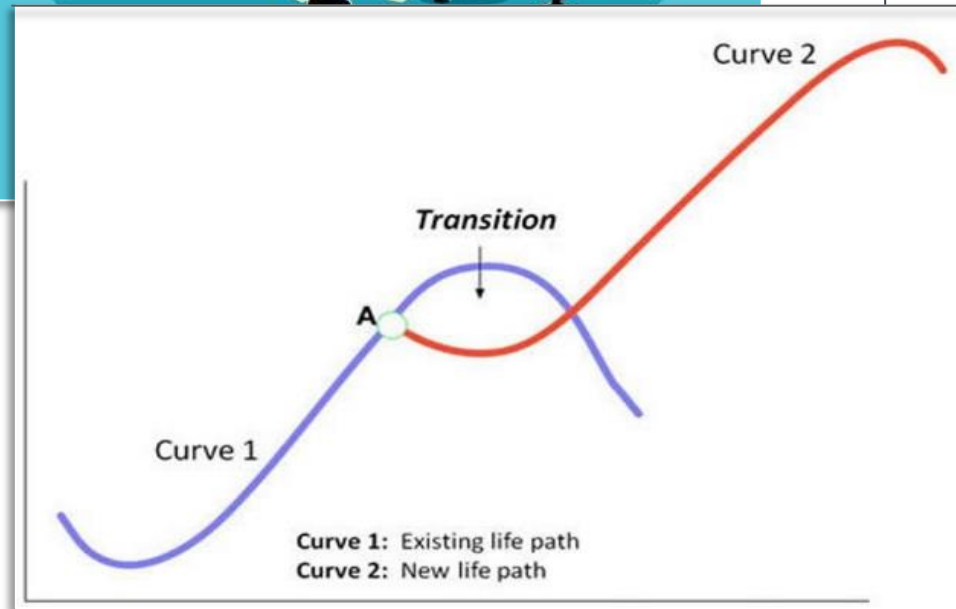
Of CISOs surveyed by Nominet in 2020 :

- 88% reported being "moderately or tremendously stressed"; and that
- Job related stress was noted to have detrimental impact on CISOs
 - Mental health - 48%
 - Relationships with their partners/ children - 40%
 - Marriage or romantic relationships - 32
 - Personal friendships - 32%
- 23% of CISOs said they turned to medication or alcohol

Ref: Nominet Cyber Security – CISO Stress Report 2020

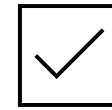


Our jobs are tied up with our identities and our view of ourselves. When we leave one then, **we are pulling away from something that is genuinely significant to us**. The moment you lay your cards on the table and say, "I am leaving", you are changing the path of your career and changing your future. 7/09/2022

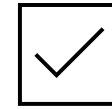


Ref: Ted, linkedin postiong

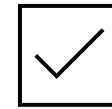
https://www.linkedin.com/feed/update/urn:li:activity:7105333284049444865/?utm_source=share&utm_medium=member_ios



Be Part in significant
[banking] transformation



Do something that has
broader consequence



Have something to add to
the party



Have an easier commute
with the ferry



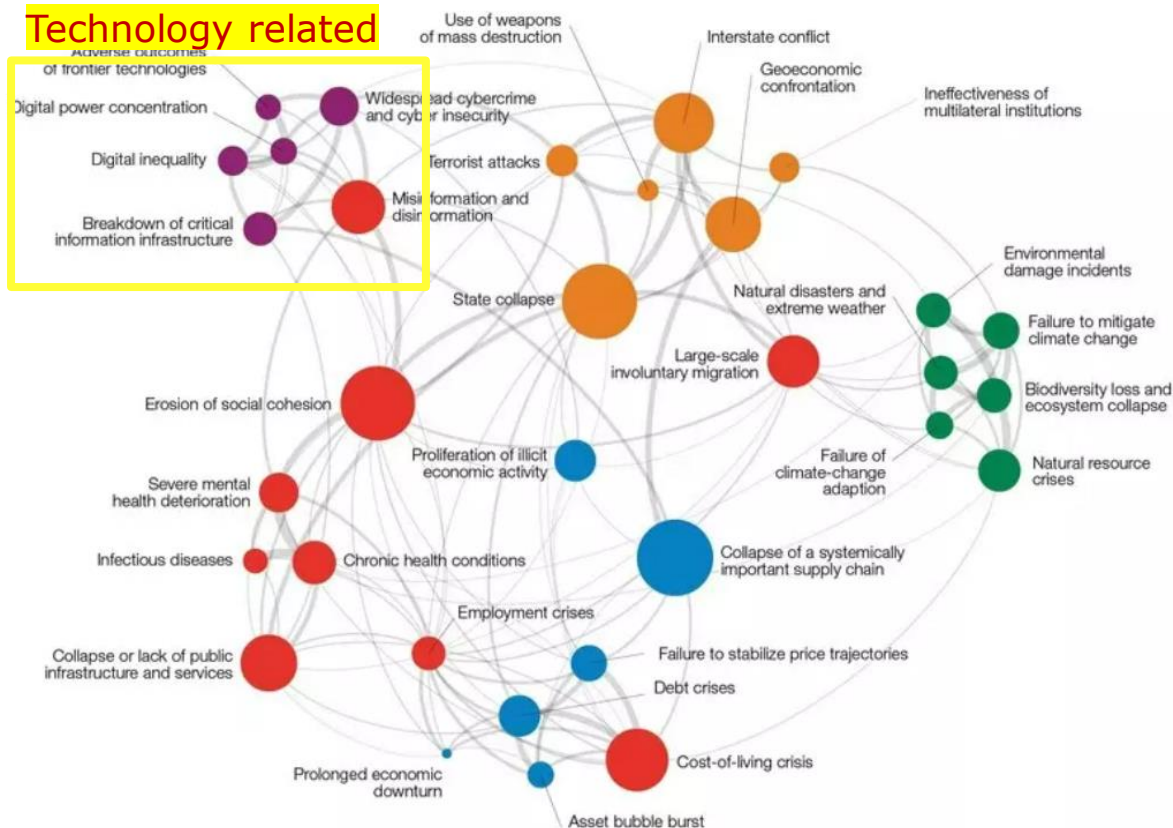


Global Risks Report 2023

Global risks landscape: an interconnections map

WORLD
ECONOMIC
FORUM

Technology related



Global risks ranked by severity over the short and long term

Please estimate the likely impact (severity) of the following risks over a 2-year and 10-year period

2 years

- 1 Cost-of-living crisis
- 2 Natural disasters and extreme weather events
- 3 Geoeconomic confrontation
- 4 Failure to mitigate climate change
- 5 Erosion of social cohesion and societal polarization
- 6 Large-scale environmental damage incidents
- 7 Failure to stabilize price trajectories
- 8 Widespread cybercrime and cyber insecurity
- 9 Natural resource crises
- 10 Large-scale involuntary migration

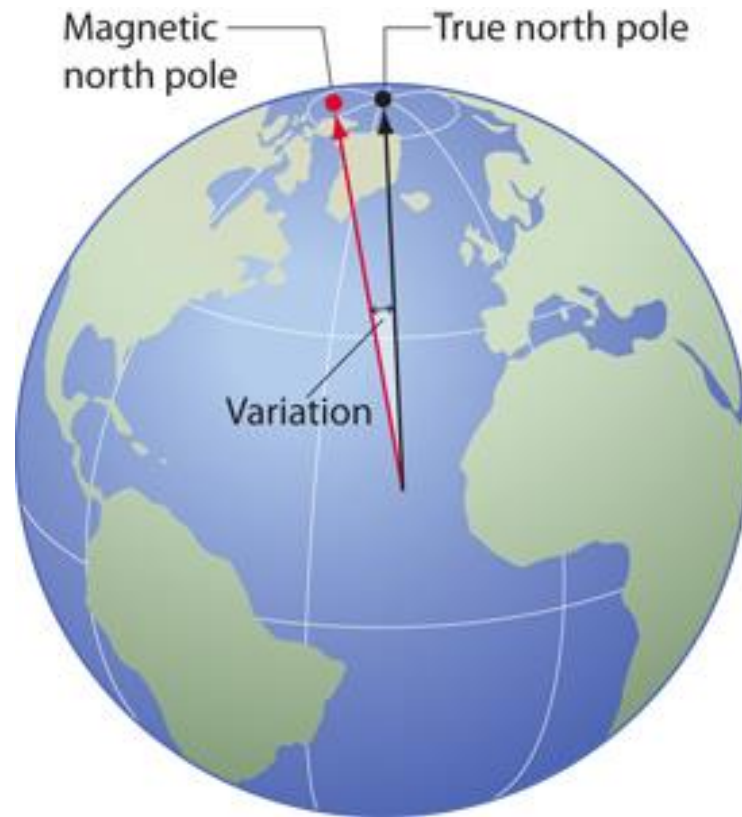
10 years

- 1 Failure to mitigate climate change
- 2 Failure of climate-change adaptation
- 3 Natural disasters and extreme weather events
- 4 Biodiversity loss and ecosystem collapse
- 5 Large-scale involuntary migration
- 6 Natural resource crises
- 7 Erosion of social cohesion and societal polarization
- 8 Widespread cybercrime and cyber insecurity
- 9 Geoeconomic confrontation
- 10 Large-scale environmental damage incidents

Now and foreseeable future

Risk categories | Economic | Environmental | Geopolitical | Societal | Technological

Ref: World economic forum – [Devos](#)
“Global Risks Report 2023: We know what the risks are –
[here’s what experts say we can do about it](#)” , 11 Jan 2023



Consumer faith in cybersecurity, data privacy, and responsible AI hinges on what companies do today—and establishing this digital trust just might lead to business growth”

Digital-trust leaders are

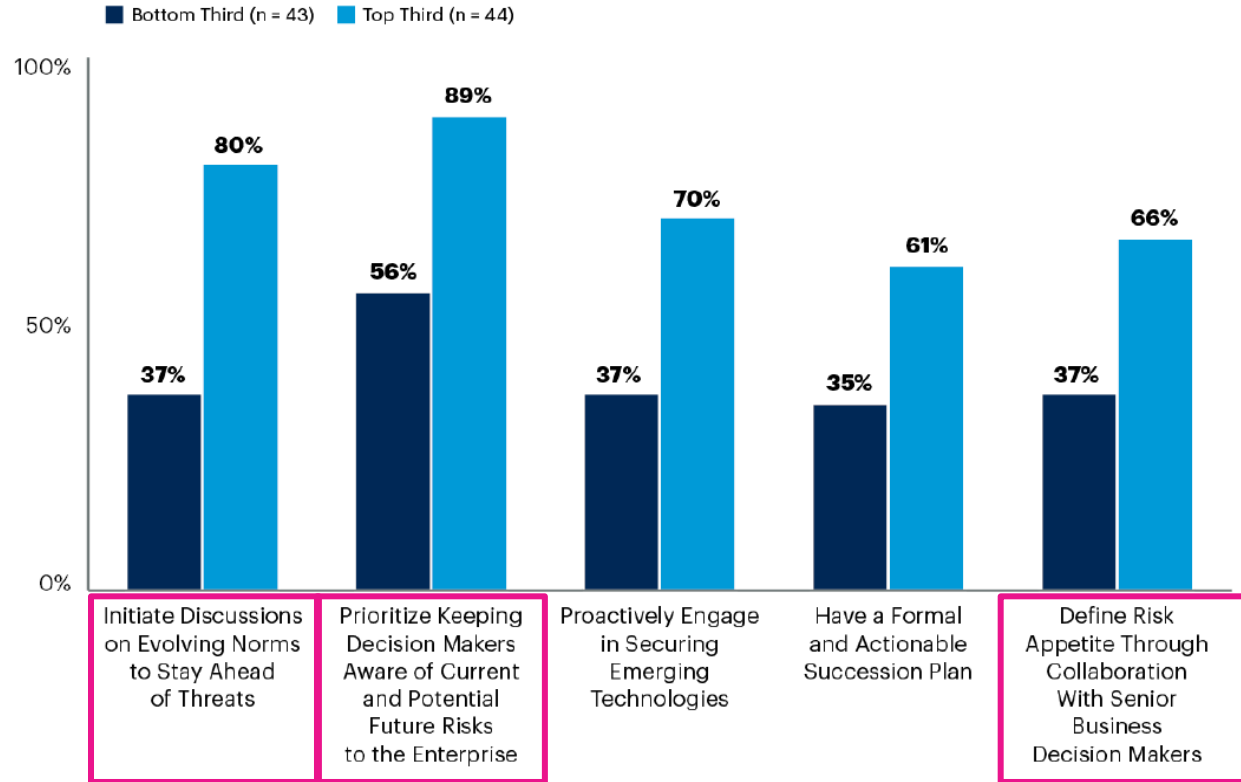
1.6×

more likely than the global average to see revenue and EBIT growth rates of at least 10 percent

Ref: McKinsey, September 2022, “Why Digital trust truly matter”

Prevalence of Behaviors Among CISOs by Performance

Percentage of Bottom Third and Top Third Performers Exhibiting Each Behavior



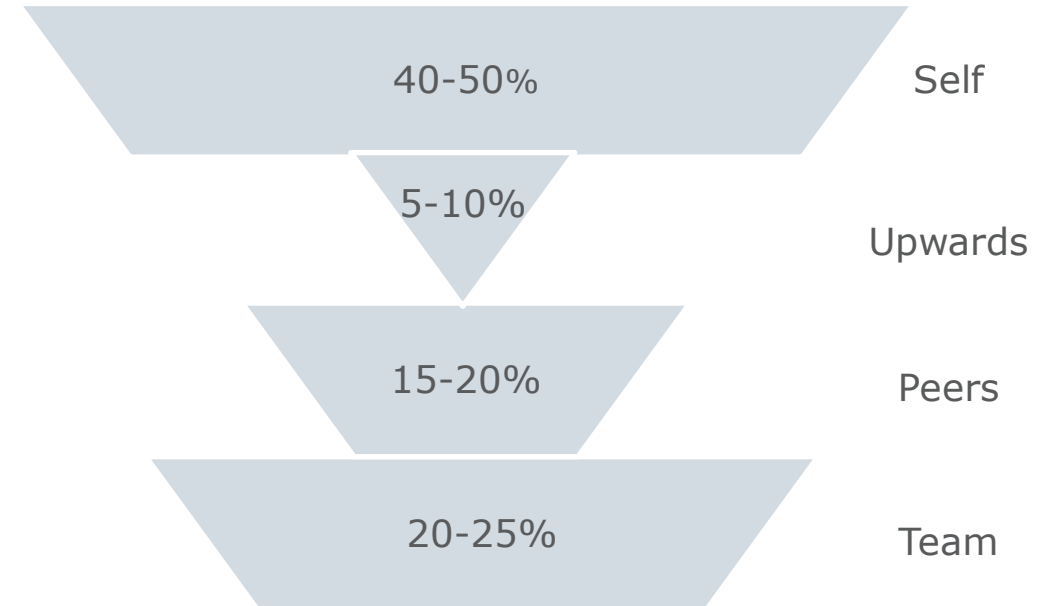
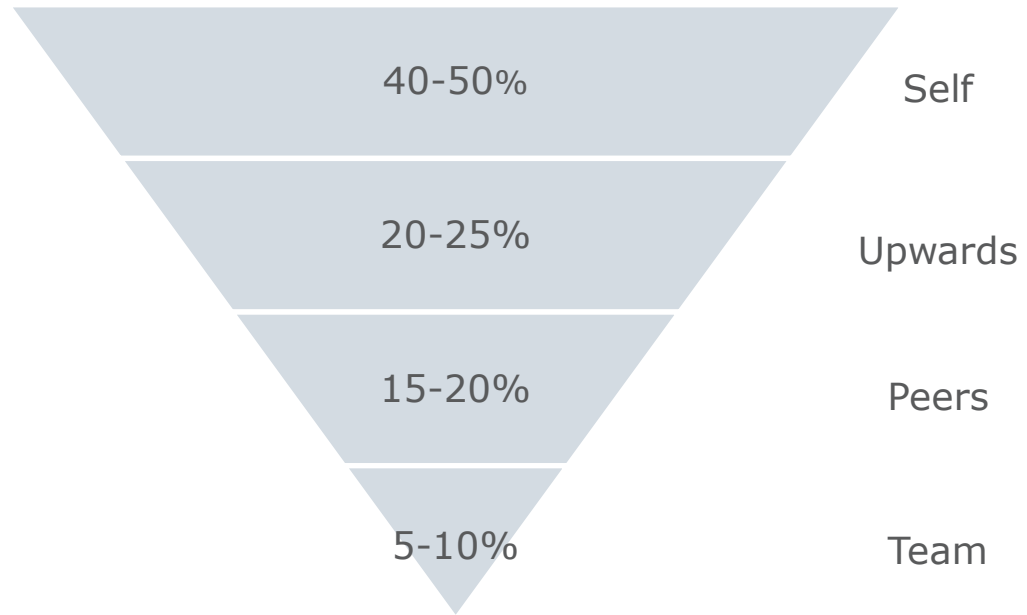
Manage
upward and
sideways

n = 129 CISOs

Source: 2020 Gartner CISO Effectiveness Survey

Note: Percentage point difference may be slightly different from the gap between the top and bottom third due to rounding.

Ref: Gartner, March 22,
"Key Behaviours Driving CISO Effectiveness"



Ref: Dee Hock, Leader to Leader, no 15, Winter 2000
"The Art of Chaordic Leadership"

My first 100 days





MADE A WORLD
WHERE PEOPLE
COMMUNITIES LIVE THRIVE!

Replace with your
organisation and
Team's purpose as
appropriate



SECURITY / TECH LIFE

How to Get Started Filling 3.4 Million Cybersecurity Jobs

It seems like it's getting harder to hire for security roles, just as attacks grow more sophisticated. Here's some advice to ease recruiting — and nurture security talent in-house.

Jan 23rd, 2023 3:00am by [Jennifer Riggins](#)



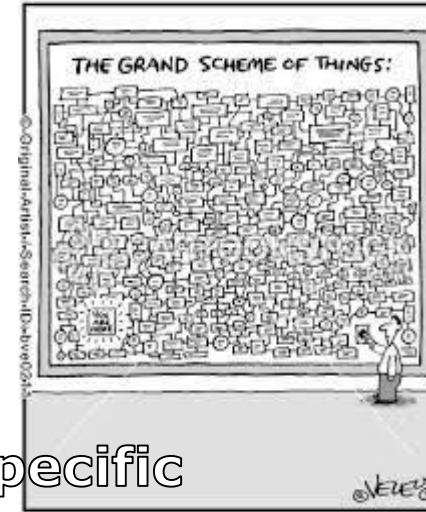
Common approaches for closing the gap

0. **Your team**
1. Internship
2. Adjacencies
3. Partnerships

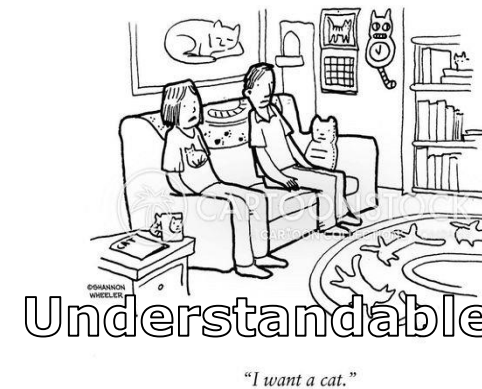


Ref: Patrick Lencioni, 2007
"The Three Signs of a Miserable Job:
a fable for managers

Specific



Relevant



Understandable



Where would
you like to
spend your
time ?



What are your "four" ?





What do you need to re-learn ?



Who do you really need to take on the journey ?



How do I demonstrate progress to them ?



What other learnings are there (that I couldn't know to start with)

“Keep your eye fixed on the way to the top, but don't forget to look right in front of you. **The last step depends on the first.**”

Don't think you're there just because you see the summit. Watch your footing, be sure of the next step, but don't let that distract you from the highest goal”.

[René Daumal](#)



