Beyond the Ones and Zeros:
Aligning Effective InfoSec and People Leadership Principles
About Me

Principal Security Consultant with Rapid7, and I love my job!

Recovering CISO for a Regional Bank in Texas

Before that, global w/ DoD

Texas High School Football Official

Go Pack Go and Geaux Tigers!

But in the End...
LEADERSHIP
IT'S ABOUT
THE PEOPLE
Start with WHY.

People don’t buy WHAT you do; they buy WHY you do it.

It just works
My WHY:

To be a positive enabler for those around me, both personally and professionally.
What’s your Organization’s WHY?
LaaS: Leadership As a Service

Organizational Success

Me

You

Personal Success
A Vision without action is called a Hallucination.
Trust.

Treat employees like they make a difference, and they will.

-Jim Goodnight
CEO, SAS Shoes
Transparency

Tell the truth.
Communicate it often.
Communicate with conviction.

Transparency breeds trust, and trust is the foundation of great teamwork.

-Joel Gascoigne
Take care of yourself first!
Infosec Leadership
What needs to happen to silos
BUSINESSES WANT AND NEED PARTNERS AND ALLIES, NOT MINDERS AND GATEKEEPERS.
Sell your brand (not your soul)

We are all in marketing. We sell:

Our Value
Our Values
Our Vision

Not a good storyteller?

You need to become one!
Be guardrails, not speedbumps

-and don’t be a ditch either.
Security Engagement vs. Security Awareness

Instead of asking ‘How can I block this,’ ask, ‘How can I enable this securely’

- Everyone is aware that seatbelts save lives
- Yet thousands die every year, due to lack of engagement with what they already know
Metrics tell the story you want. Unless they don’t.

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Excluding HoF/HoS category, which one is a better bet to draft?
Hiring the Right People

My Top

4

Culture Fit
Integrity
Attitude
Aptitude
Competencies

Skills + Knowledge + Behavior = Competencies

Soft skills get little respect, but can make or break your career.
-Peggy Klaus

“ABILITY is what you’re capable of doing.
MOTIVATION determines what you do.
ATTITUDE determines how well you do it.”
-Leo Holtz
The Happy Wife, Happy Life Principle

Development (personal, professional, technical) + Leadership = Engaged Employees

Engaged Employees ➔ Great Customer Experience ➔ Loyal Customers ➔ Everybody’s Happy
These are rockstars.
In the end:

Words may inspire, but only action creates change.

“All of us will do our jobs well and some will not, but we will all be judged on one thing: the result.”

-Vince Lombardi
Thank you!