

# WORKFORCE STRATEGY

that works best for information security

# Who's talking



**AGNIESZKA LECKA**

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- In the industry since 2014
- Cyber generalist, MSc in Management of Technology
- Consultant, contractor, trusted business partner helping CISOs structure and optimize cyber security functions.
- Worked across Europe and New Zealand, now virtually with teams in UK, Singapore, Malaysia and India
- Experience mainly in FSI, but also in manufacturing, public sectors. currently Strategy & Planning for Cyber Security Services at Standard Chartered Bank
- CISO workshops, roadmap definitions, org structure, process and vendor optimization, maturity and compliance assessments

# CISO priorities for 2022

- Threat landscape
- Reframing the role of Cybersecurity Leader (*Gartner*)
- Cloud-delivered solutions for scalability, integration and automation (*Gartner*)
- Build game-changing relations outside of IT (*Gartner*)
- Strategic planning (*Gartner*)
- Third party security (*Orange Business*)
- Zero trust approach
- Landing zone
- Evolving privacy regulations
- Security talent drought
- Rigorous cyber insurance assessments
- Boost agility (*CSOOnline*)
- Take care of the team (*CSOOnline*)
- Measuring & monitoring efficiency
- Secure and trusted organisation
- Data driven organisation
- Compliance & governance
- Mesh architecture



# Strategic Workforce Planning



What are our cybersecurity goals? What are the organisational plans? Where do we want to be?  
What do we want to become?

What & who is missing? Who do we need? What skills do we need?

How is our strategy & plan performing? Do we need to adapt?  
Has the environment or context changed?

## ADAPTABILITY



FUTURE



GAP ANALYSIS



EXECUTION & MONITORING



CURRENT



PLANNING & DETAILING

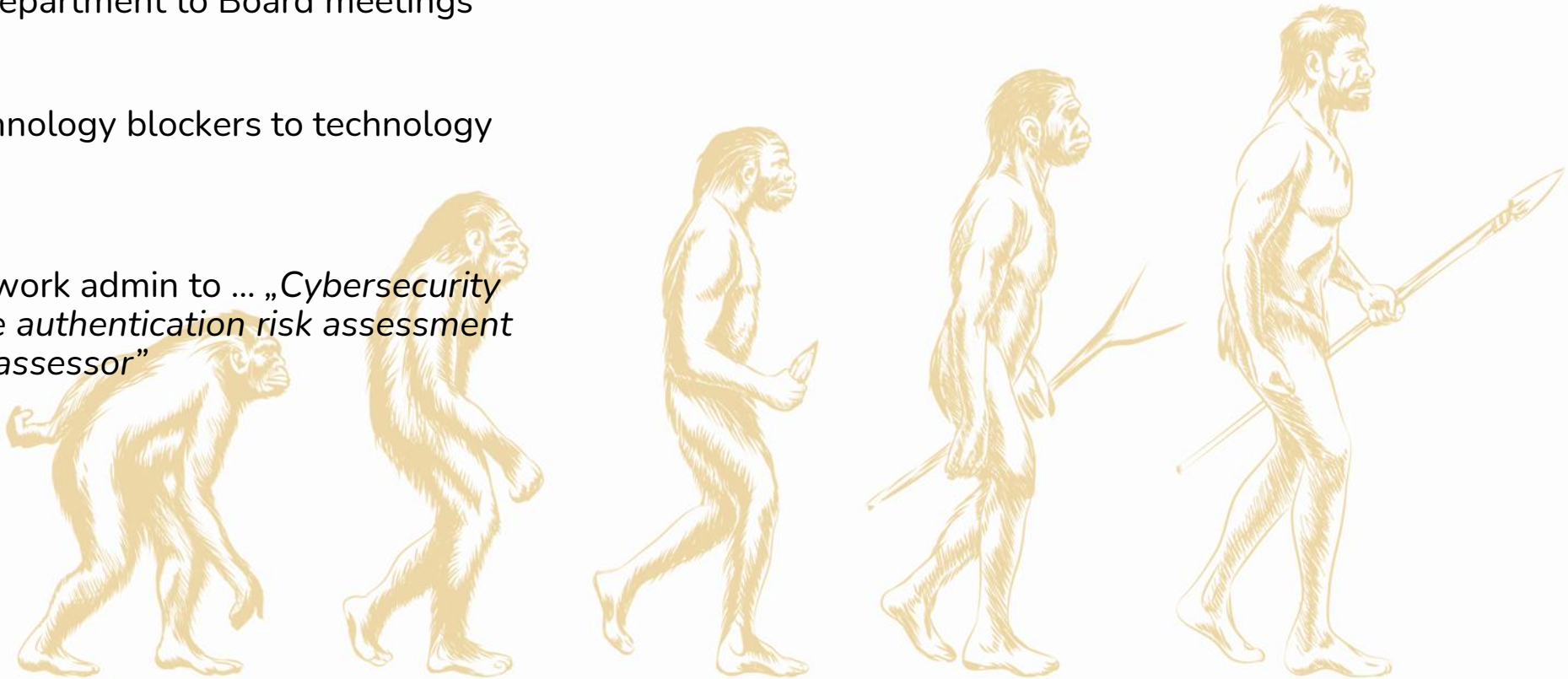
What are the employee satisfaction levels?  
What is the attrition and why?  
What talent have we collected?

Where will we recruit people from? How will we get the talent and skills we need? How do we keep talent?

# Short history lesson



- From one person to some really big teams
- From IT department to Board meetings
- From technology blockers to technology enablers
- From network admin to ... „Cybersecurity assurance authentication risk assessment platform assessor”





# Building the strategy

## BUSINESS GOALS

*How I want security teams to be perceived within and outside of the organisation?*

*What relationships security teams need to build outside?*

## TECHNOLOGY GOALS

*What are the long term technology goals and planned investments?*

*Is the talent pool we have relevant for those?*



# Building the strategy

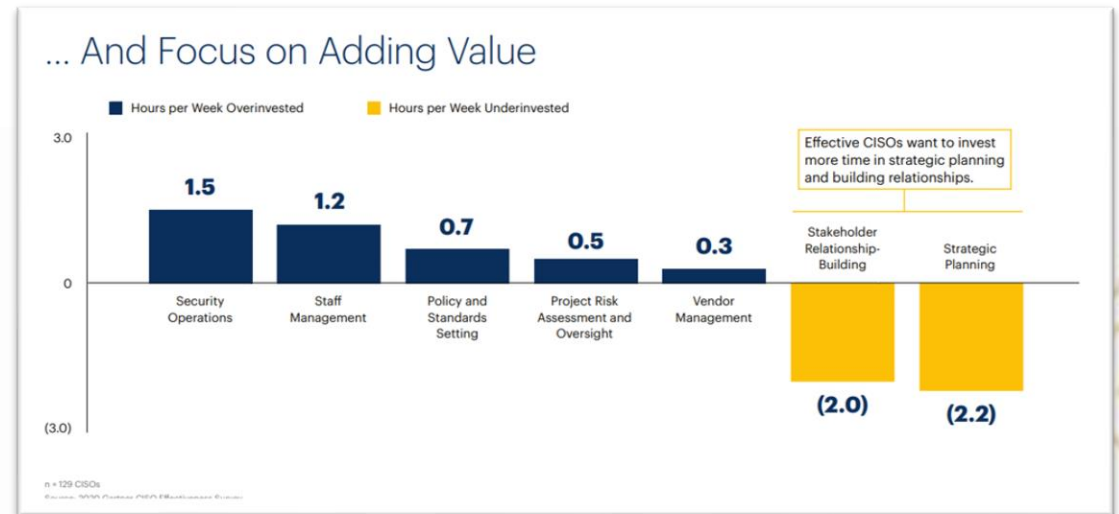
## ROLES' DIVERSITY

*How do I attract people to this specific role?*

*What is the motivation for people in this role?*

*Do people in this role have specific traits and do they require different approach to any of the workforce strategy components?*

*Is it really information security talent that I need?*



Gartner, Leadership Vision for 2022

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- Compliance & governance
- Strategic workforce planning

WHERE CAN GENERALIST HELP?





# Building the strategy

## NEW OPPORTUNITIES

*What opportunities and what risks has the pandemic brought to the existing and future workforce?*

- > **RETAINING TALENT:** flexibility
- > **BUILDING TALENT:** global learning programs
- > **DRAWING TALENT:** recruit from remote locations

## NEW THREATS

*What is the forecasted workload in context of our organisation's threat landscape? Is it seasonal and hence for agency workers?*

## DIVERSITY & INCLUSION

*Which teams are missing the diversity of race, age, gender, cultural background?*

*Is the recruitment process inclusive and is the corporate culture inclusive?*



Q&A





THANK YOU

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