

RSAConference2016

San Francisco | February 29 – March 4 | Moscone Center

SESSION ID: HUM-R03F

They're People—Not Data! The Human Side of Insider Cyberthreats



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Connect **to**
Protect

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Rockwell Automation Industries



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Automotive



Beverage



Entertainment



Fibers &
Textiles



Food



Household &
Personal Care



Infrastructure



Life
Sciences



Marine



Metals



Oil & Gas



Semiconductor &
Electronics



Power
Generation



Print &
Publishing



Pulp & Paper



Mining,
Minerals &
Cement



Tire & Rubber



Water
Wastewater

Agenda



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- Convince you that insider risk cannot be mitigated unless your team, processes, and technical tools are people-focused
- Describe how Human Resources (HR) and managers are critical partners in providing a people-focused approach for Rockwell Automation's insider risk program
- Provide practical tips that you can use at your company next week to start building this type of a people-focused program

Who are you?



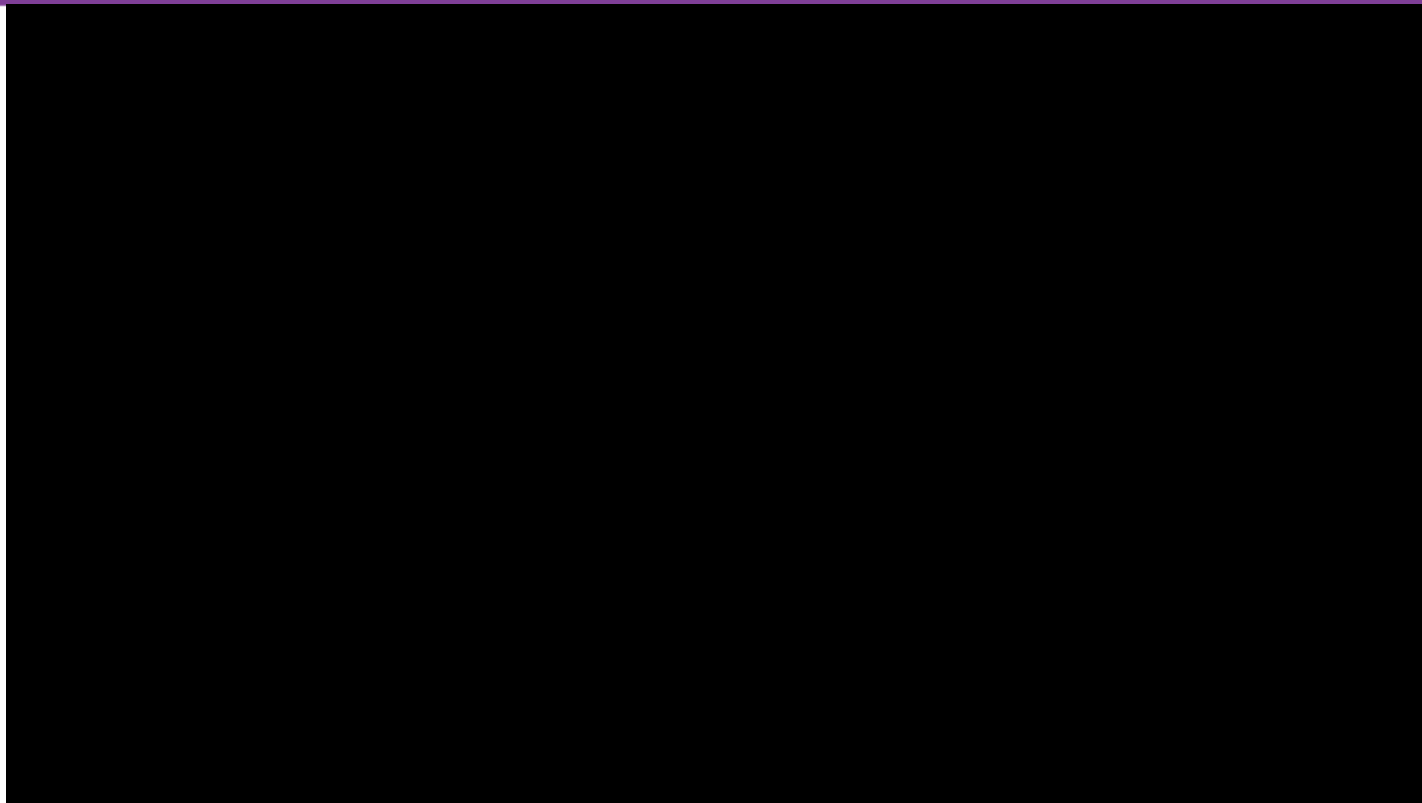
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Potential insider threat?



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Essential participants in an Insider Risk Program



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Human
Resources

Legal

IT /
Information
Security

Insider Risk
Team

Management

What does your Insider Risk Program look like?



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Are you stopping your IP from walking out your door?



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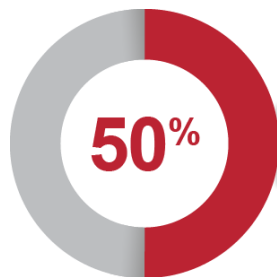


Symantec, 2013: What's Yours Is Mine: How Employees are Putting Your Intellectual Property at Risk. <http://bit.ly/XFjYwQ>

Are you stopping your IP from walking out your door?



Statistically, half of the people leaving your company are taking confidential corporate information with them!



What you don't know CAN hurt you!



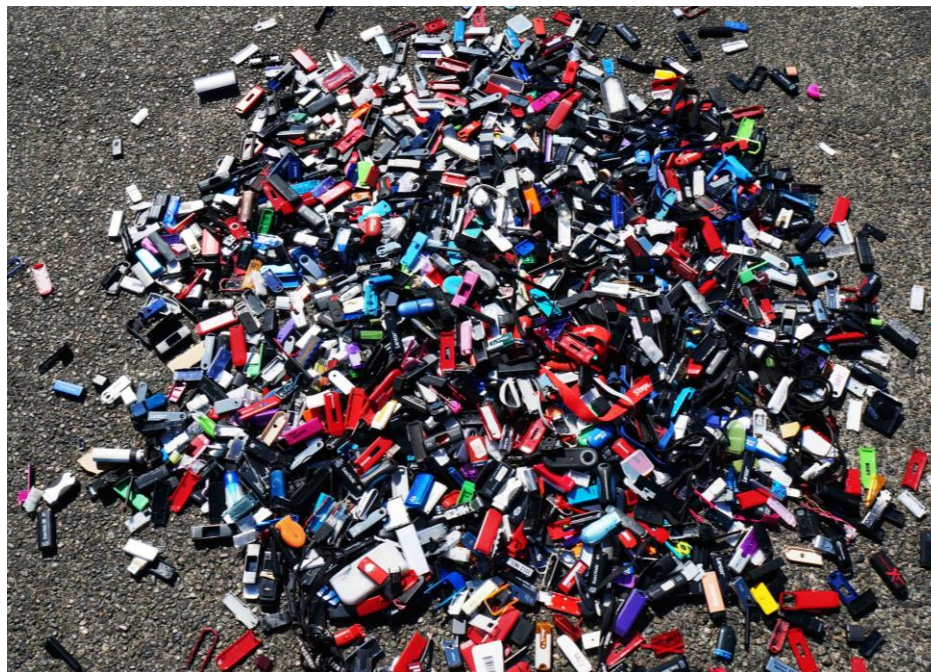
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Focus on the PEOPLE!



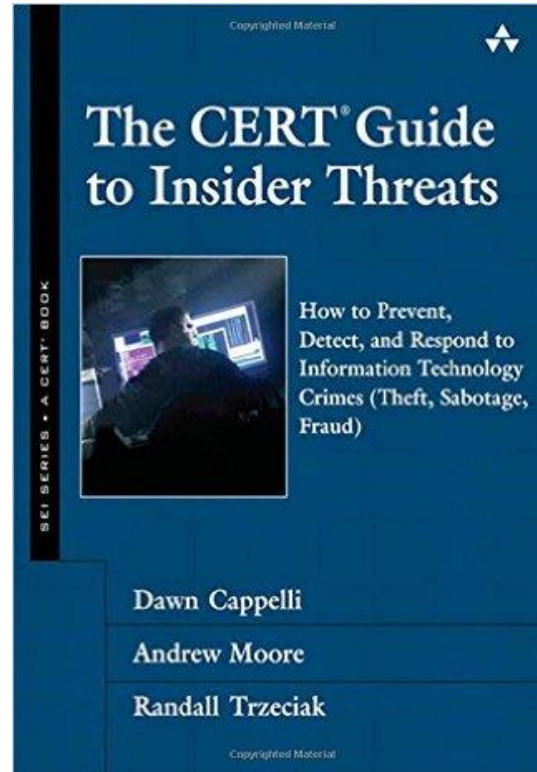
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Turn research into a practical program



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Focus your limited resources



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- 50% of insiders who steal IP do it within 1 month of leaving the company
- 70% within 2 months
- Over 80% within 3 months

Software Engineering Institute, 2013. *Justification of a Pattern for Detecting Intellectual Property Theft by Departing Insiders*:
<http://repository.cmu.edu/cgi/viewcontent.cgi?article=1731&context=sei>

An unusual end to a theft of IP case!



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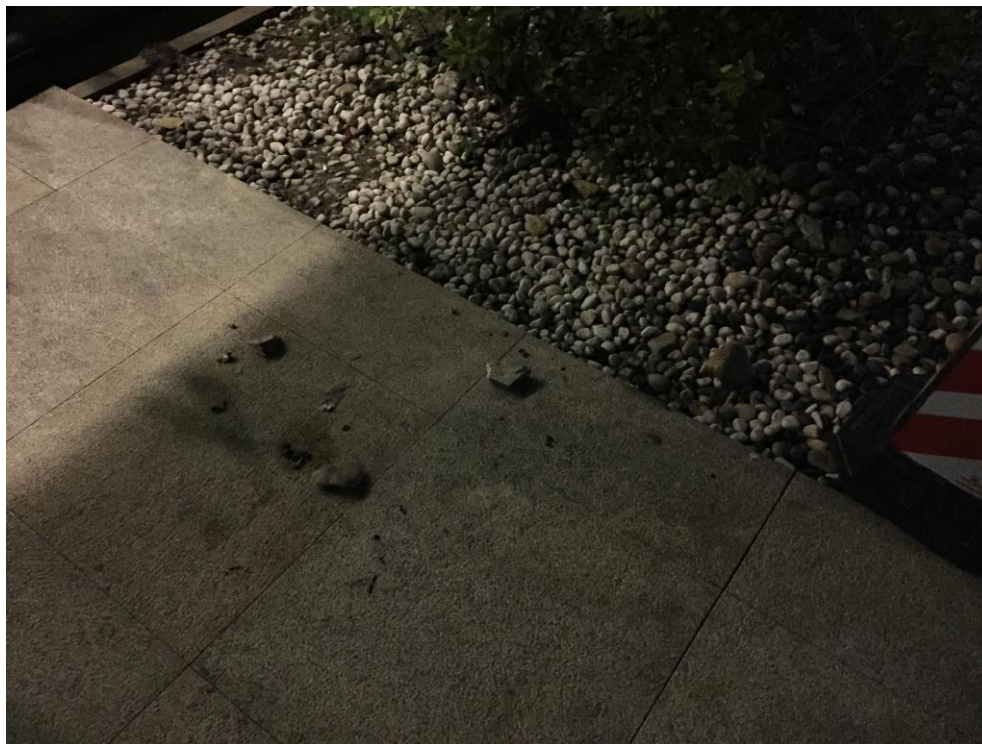
The damaged evidence



The scene of the attack



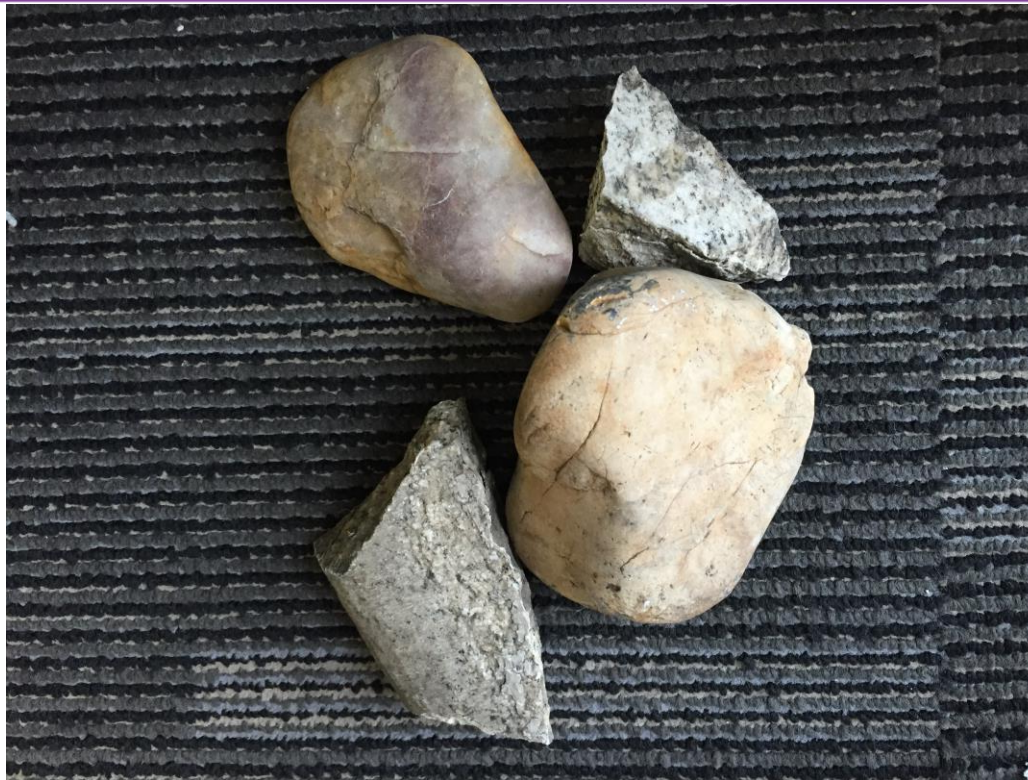
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The weapons



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Lessons learned



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- CERT's 90 day window works!
- HR's role is essential
- Beware of social engineering by insiders, not just outsiders
 - Understand and be on the watch for cultural norms surrounding authority
- Never give up!
- Communicate carefully - especially when there are language / cultural issues
- Trust but verify

SCADA system insider cyber sabotage



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Medical system insider cyber sabotage



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Financial system insider cyber sabotage



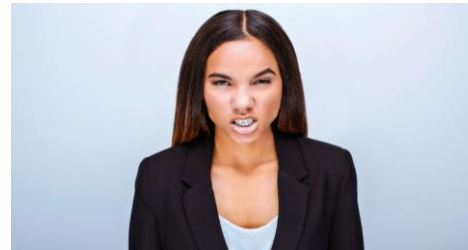
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A new people focus: insider cyber sabotage



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HR: your global team



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If you can educate HR to understand the warning patterns of behavior and contextual issues, then they can be your eyes and ears across the globe.



Early warning of employees at risk for sabotage is critical!



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Early warning of organizational risk of sabotage is critical!



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If a technical team like IT or a software engineering team is under significant stress, it is important for the managers to take a step back and carefully consider whether they have anyone exhibiting these behavioral patterns.



Your action plan – In the next 3 months



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Build the Foundation



Get HR and Legal on Board



Work with IT to create auditing capability



Begin training HR



Begin a Pilot



REMEMBER

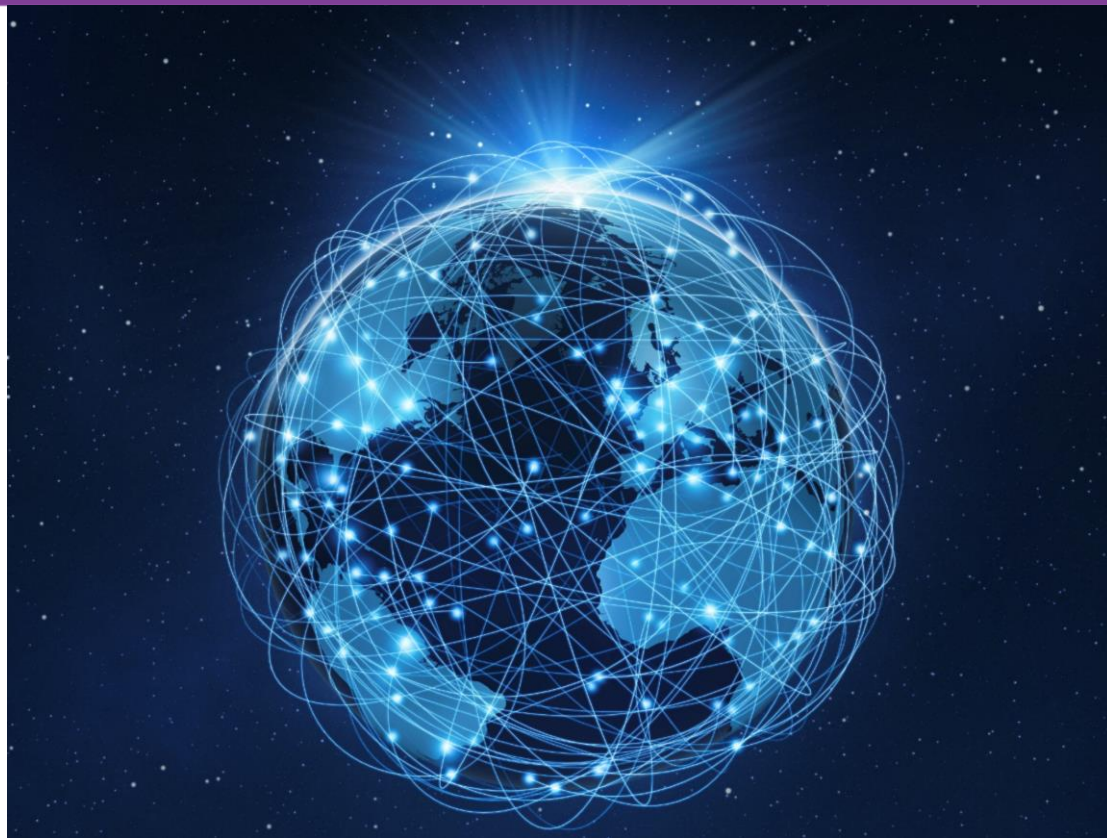
You have a 50/50 chance of discovering someone trying to take confidential information every time you do an audit!!

Your action plan – Months 5-6



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GO GLOBAL!



Your action plan – Months 7 and beyond



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Create investigations playbook

Mature the Program



Train HR and management on
Insider Cyber Sabotage



Automate

Change the perception of Insider Risk from this...



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To this!



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Please direct comments and questions to:

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