

RSAConference2018

San Francisco | April 16 – 20 | Moscone Center

SESSION ID: PROF-T08

NARRATIVE IDENTITY & SECURITY: WHY DIVERSITY MATTERS



#RSAC

Cory Scott

Chief Information Security Officer

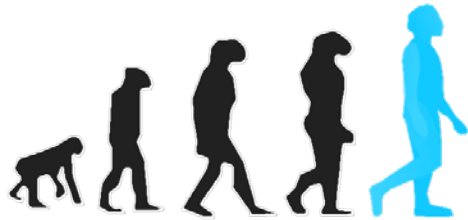
LinkedIn

@cory_scott

We are the stories we tell



Narratives are key to our evolution



HOMO SAPIENS



LANGUAGE



STORYTELLING

Source/Concept for slide: Kevin Scott's LinkedIn Pulse article "We Are The Stories We Tell"
<https://www.linkedin.com/pulse/we-stories-tell-kevin-scott/>

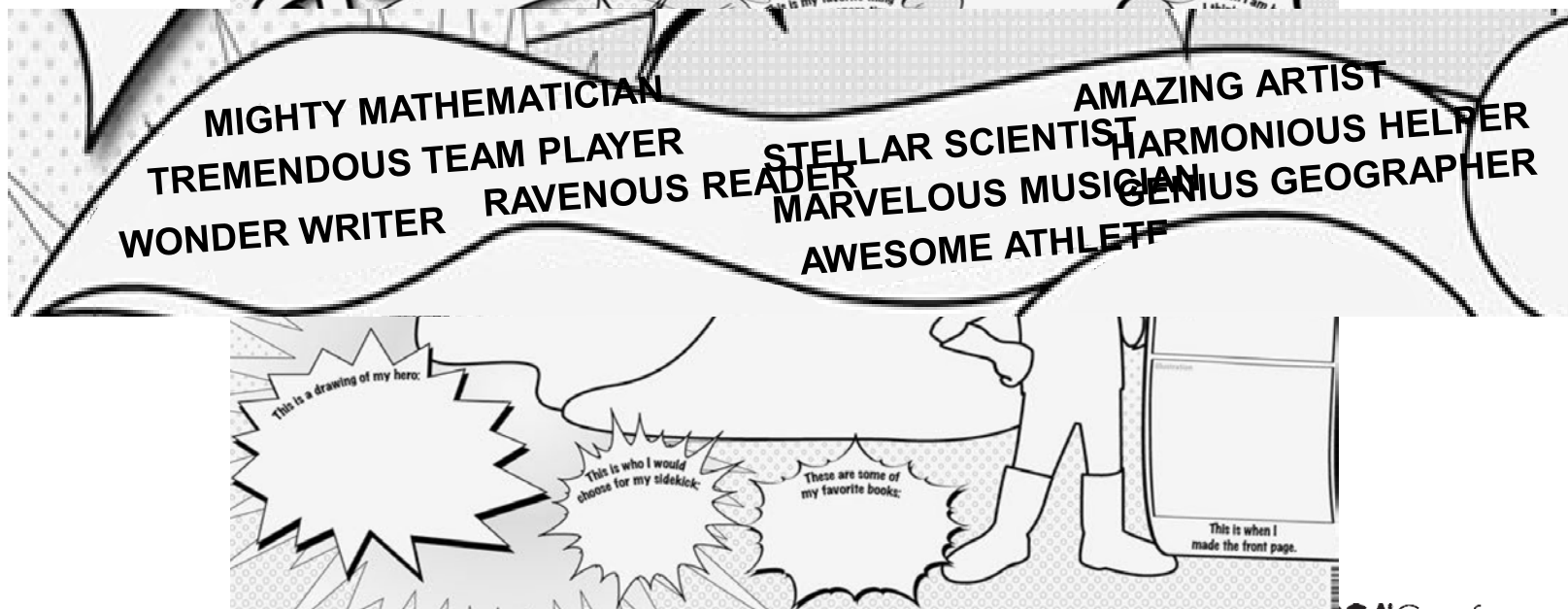
My Story



Narrative Identity Starts Early



Pick the title that best describes me:



How Security Folks See Themselves



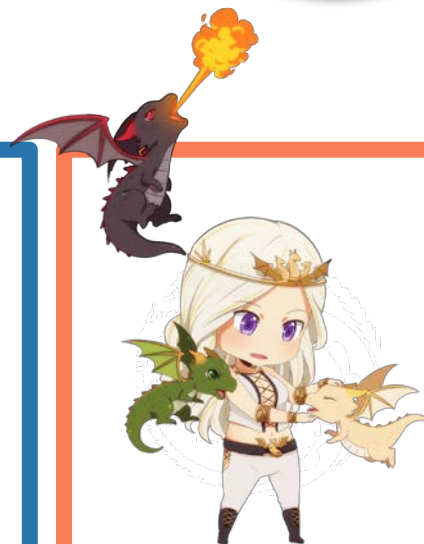
**DEFENDER /
PROTECTOR**



**CLEVER
TRICKSTER**



**ENGINEERING
WIZARD**

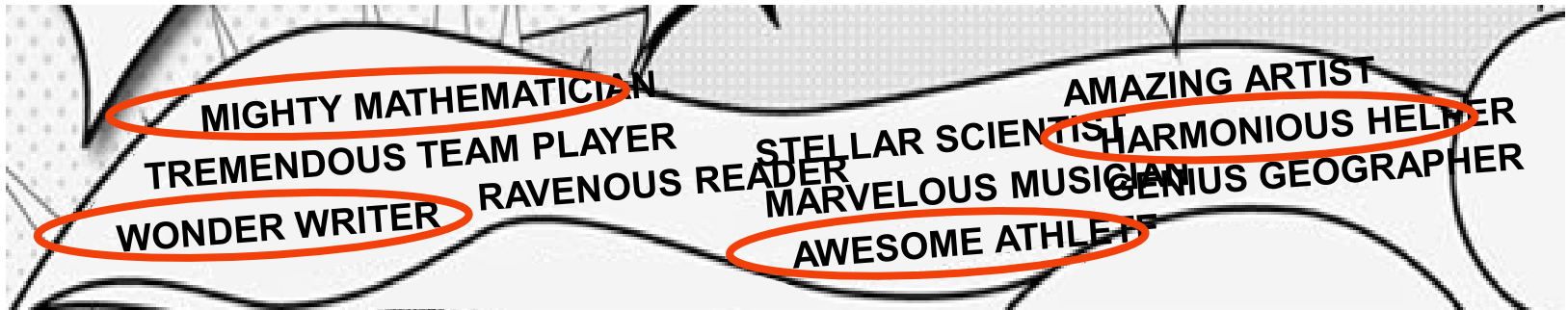


**ACTUARIAL
ASSESSOR**

(I am large, I contain multitudes.)



Pick the title that best describes me:





What We Do: Catalog vs. Identity



OPERATIONS

- We're the response you need.
- Vulnerability handling.
- Consistent, thorough, practiced.



CONSULTING

- Offer figure it out. Defensive.
- We're the best firm out there.
- Custom and value for engagements.



ENGINEERING

- Security Automation.
- Monitoring and solving your problems. Masters of scale.



GOVERNANCE

- Policy and procedures.
- Enforcement of what's right, and we make the hard decisions.



FOUNDATION

EXECUTIVE
TEAM



SRE



LEGAL





TRUST/SAFETY

Zooming out



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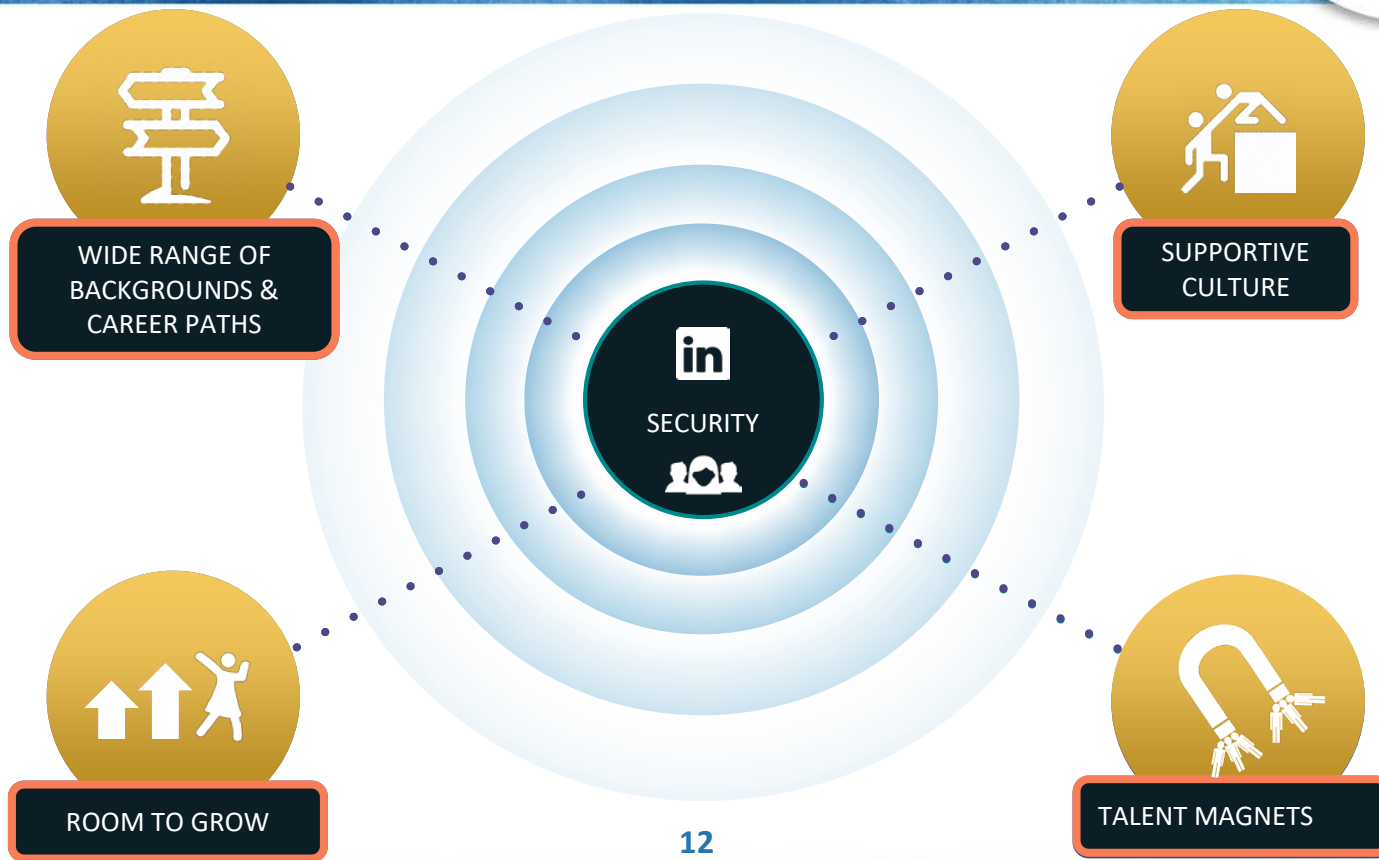
	 DEFENDER / PROTECTOR	 CLEVER TRICKSTER	 ENGINEERING WIZARD	 ACTUARIAL ASSESSOR
 OPERATIONS				
 CONSULTING				
 ENGINEERING				
 GOVERNANCE				

How do you know it's working?

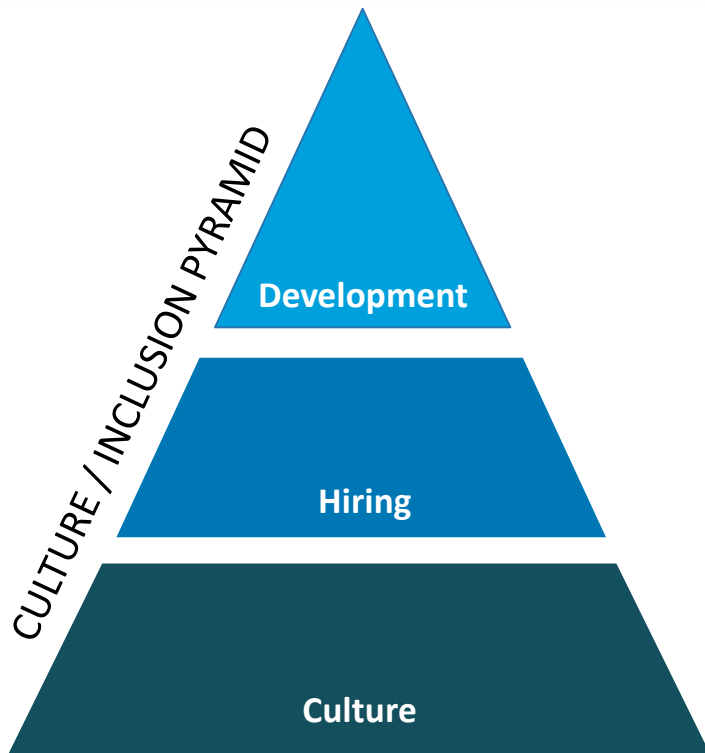


- The case of the cool bug
- The case of the money pit

Our Team Culture



Our Approach



Fostering Development

- Mentorship
- Clear expectations for growth
- Manager accountability

Ensuring the best Hiring

- Work sample tests
- Standardized interview process
- Engage under-represented talent pools

Building the right Culture

- Recognition of unconscious bias
- Monitor and measure
- Dream Big, Know How to Have Fun, Get Stuff Done

Diversity Across Organizations





Apply What You Have Learned



- Next week you should:
 - Brainstorm ideas about your team's narrative.
- In the first three months following this presentation you should:
 - Have each team member identify their own roles and personality types.
 - Reorganize your team structure; find the balance between keeping the ship on course and optimizing for your team members' strengths.
- Within six months you should:
 - Build these narrative principles into your hiring practices with an eye on hiring for team diversity.

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Q&A

We Are the Stories We Tell