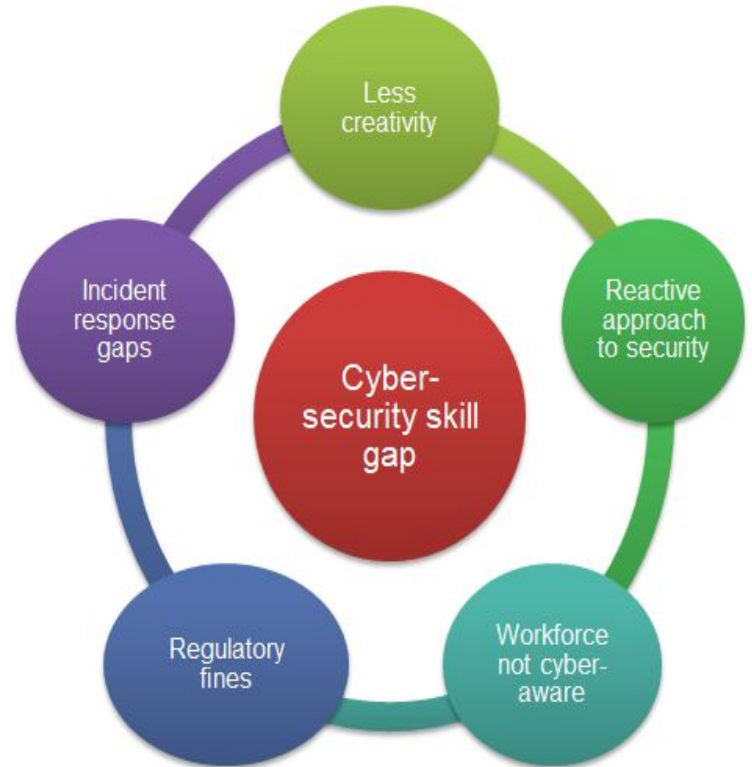




# Mentorship

# Key Concerns

Cumulative impact: You don't have enough people, the people you have don't have the right skills and the people that you have aren't getting the right training.





# Addressing the Cyersecurity Skill Gap

- Putting together a plan to combat the lack of diversity in cyber security can seem beyond the efforts of the average security manager.

It requires many macro activities such as;

Outreach to underrepresented communities to make them aware of the industry,

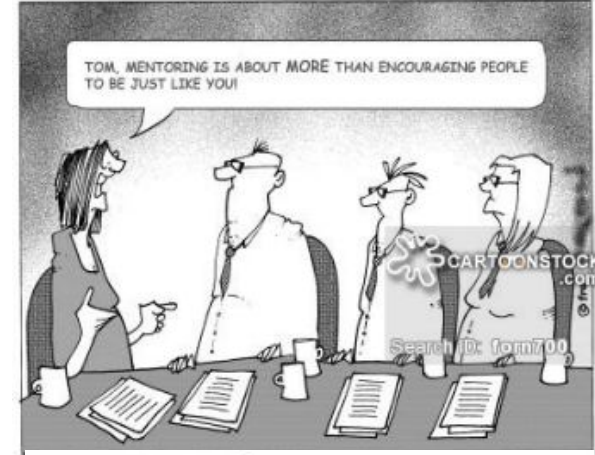
Changes to schools to lay a foundation in STEM

Cost-effective higher-education/workforce development opportunities to provide the requisite skills.

Mentorship

# Role of the Mentor

- Honesty and transparency
- Foster YOUR success and open to your goals (Advocacy)
- Engagement and LISTENING
- Accessible
- Open-minded
- Positive
- Prepared and knowledgeable of norms and culture
- Model character Structure and timelines (short and long term)



"Psssst... don't go in there."

# Defining the Mentee

- Engage, engage, engage
- Honesty
- Be prepared and deliberate about your goals
- Be open to feedback and give feedback.
- Follow agreed upon time lines and benchmarks
- Discuss any challenges or impediments (FAME can help) Course correction
- Reassess your mentor's competency Be willing to change mentors



"As your mentor it's disturbing that I'm the only one taking notes."



## 5 Mentee Questions

- What is it that you want to do?
- What do you do really well that is helping you reach your goals?
- What are you not doing well that is preventing you from getting there?
- Can you think of 3 positive qualities of a current or previous mentor?
- Can you think of time when a mentor relationship did not work and why?



# How do you find a mentor?

- Know your purpose
- Meet with the mentoring lead in your Department to get suggestions
- Know what you have to offer: enthusiasm, new ideas, ability to amplify your mentor's career as well as your own
- Personal statement
- You do not get a mentor, you build the relationship and it takes time



## 5 Ps of Developing Mentorship

- Purpose
- Passion
- Partner
- Plan
- Progress





# How to Identify Opportunities for mentorship

- Onboarding process
- Anyone who asks for mentorship
- Visit relevant workshops, internships and alumni networks while still in campus
- Join conferences and attend panel discussions, and stick around afterward to introduce yourself to the participants.

# Key to Successful Mentorship



- Willingness to learn and be mentored
- Openness to discuss sensitive work-related topics
- Giving the relationship the appropriate priority with a reasonable time commitment.
- Giving back to your mentor