ISE® WEST EXECUTIVE FORUM

Keynote Presentation

Alight Solutions
Security Talent Today & Tomorrow
Jason Lish
SVP, CSO

Company Overview- Alight Solutions

alight

Core Capabilities

Benefits Administration

Number one global benefits administration Provider for large- and mid sized organizations.

HR Business Process Outsourcing

Market-leading cloud and service enabled solutions that help organizations efficiently and effectively.

Company Overview- Alight Solutions

25+ year
operating history

Tenured leadership team with deep industry expertise

$2.3 billion
in revenue

Multi-channel, integrated consumer experience

14 global delivery centers

22,000
colleagues

1,400+
clients

Serve nearly
50%
of the Fortune 500

Unmatched capabilities
in health, retirement and HR service delivery

Serve
19+ million
plan participants and their 18+ million dependents

About Me

- Over 20 years in IT and Security.
- Air Force, Honeywell, Charles Schwab, and now Alight.
- Serve on several advisory boards.
- So why did I recently leave Schwab?

Presentation Overview

- Discussion about security talent…

but adding memes makes it 100x better!

Key Questions:

- What are you doing to acquire & retain the right talent?
- What key skillsets are missing?
- What are you doing to make sure you're progressing your own career?

What’s all this talk about talent stuff?

- Cyber security postings have grown 74% from 2007-2013. This growth rate is over 2x faster than all IT jobs.
- By 2022 There will be a shortage of over 1.8M security professionals.
- Women only comprise 11% of the IT Security workforce.
- Millennials will make up the majority of the next gen workforce.
- More than 50% of companies seek outside advice or consulting services to help with their security strategies.

Holistic Strategy for Talent Management

- Attracting and attaining talent isn't just about compensation… you need a holistic strategy.
- It's important to create a continuous pipeline- both externally and internally.
- Millennials will make up the majority of the next gen workforce.
- Community involvement is important (tech institutions, hackathons, corporate commission, non-profit, etc.).
- Partner with HR and talent management.

Other Considerations

Internal

- Work with HR and comp to create a dedicated security job family.
- Create formal shadowing, rotation, and mentorship programs.
- Advocate for internal veteran and women company networks.
- Have fun and find unique ways to train and grow skills.
- Maintain MSSP options.

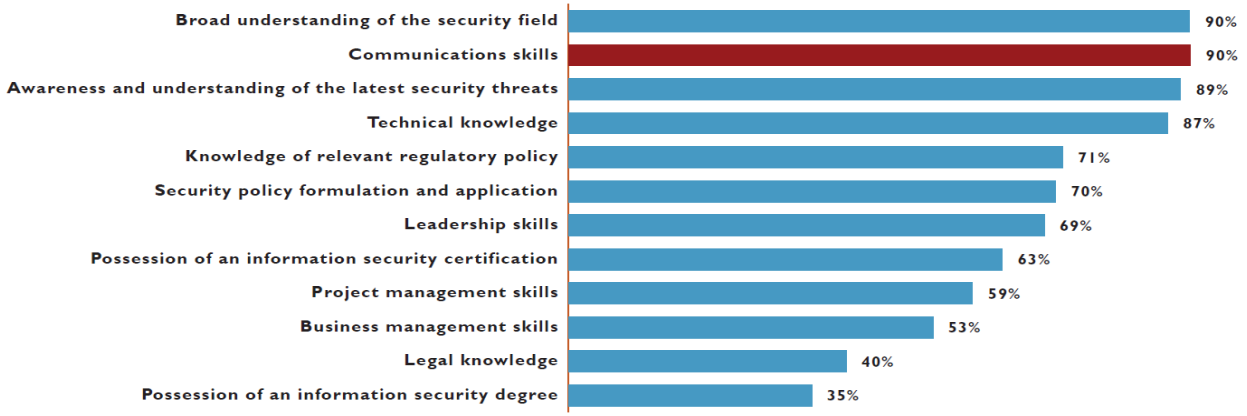
External

- Tap into local security communities and mailing lists.
- Utilize vendor account teams.
- Leverage programs such WOS (wforce.org), yearup.org, http://womenscyberjutsu.org, etc. to bring more diversification to your talent base.

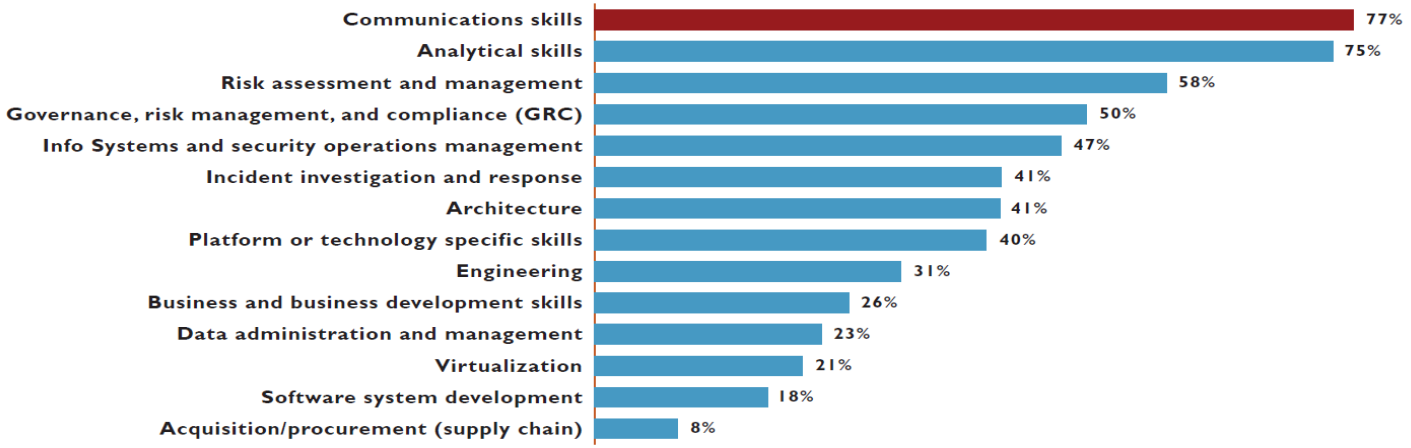
What Skills are Needed

- Communication was rated just as high as technical knowledge in the 2015 Frost Sullivan Security Workforce study.
- It's important to target and expose security professionals to leadership, project management, and other soft skills.
- Scenario or behavior based interviews can help assess cultural fit.
- Work with education institutions and non-profits to shape curriculums.
- Again, shadowing and internal cross training is important.

When asked about the attributes that make one successful in information security



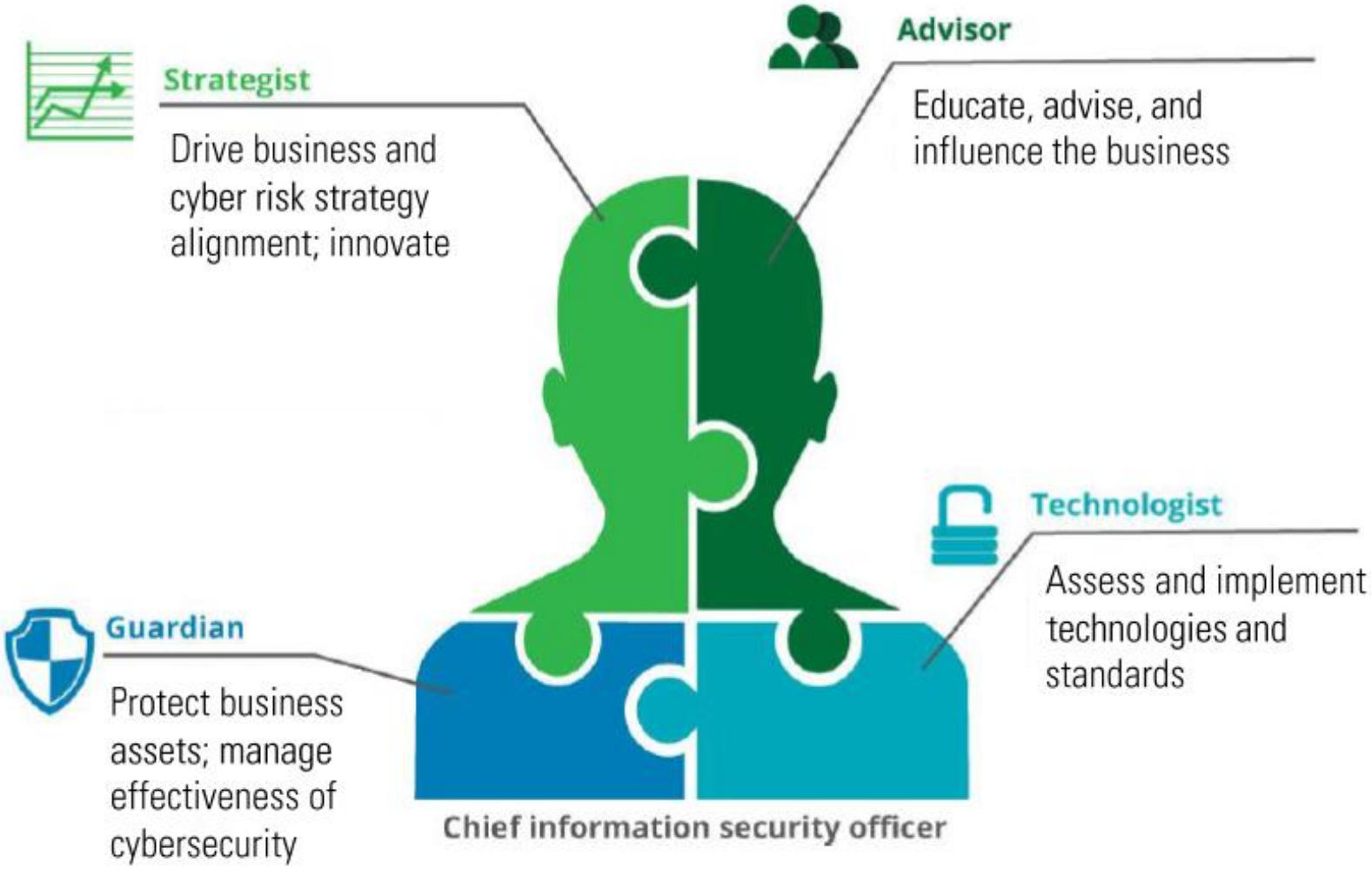
How important various skills and competencies are to career success



Now… What About you?

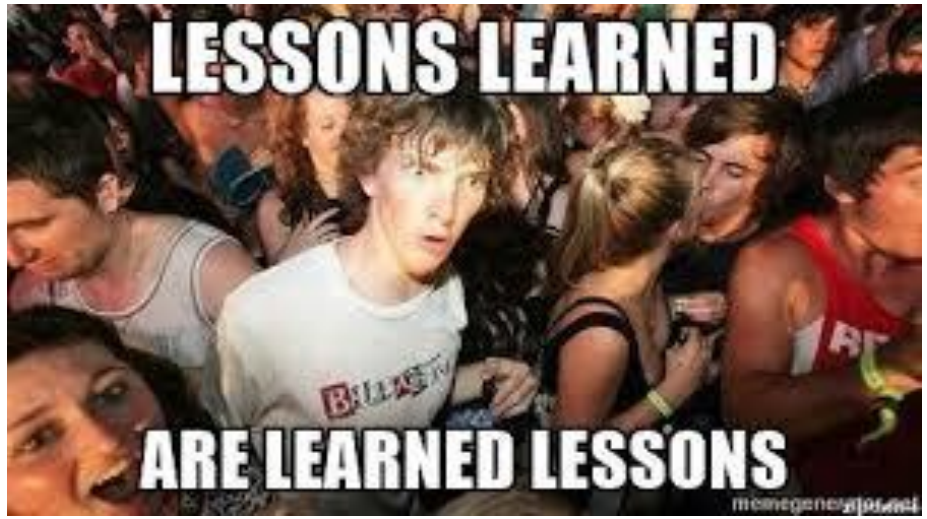
- Care and feed your network
- Vendors are your friend
- Participate in advisory boards where possible
- Invest a bit of time in LinkedIn
- Interview with exec recruiters even when you aren't looking (keep your sword sharp)
- Obtain different vertical experience in your career
- ISE!

Are You Well Rounded?



Lessons Learned/Best Practices

- Security talent is in great demand, so you must find unique ways to attract talent.
- Continuous development of technical and soft skills are important.
- Don't' forget about yourself… continue to develop your skills and industry exposure.
- It's important to be a well rounded leader that is integrated into the business.
- Always use memes in your presentations.



Thank you and Questions

Questions?

Contact Info:

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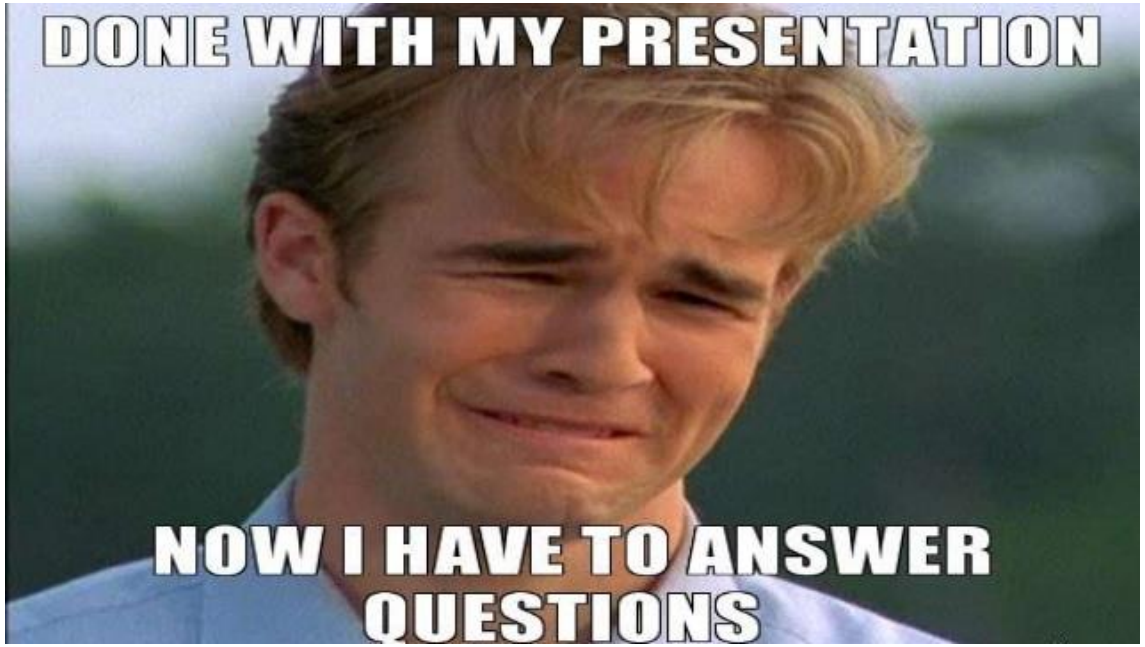
Sources

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