The good fight of attracting, retaining, advancing personnel
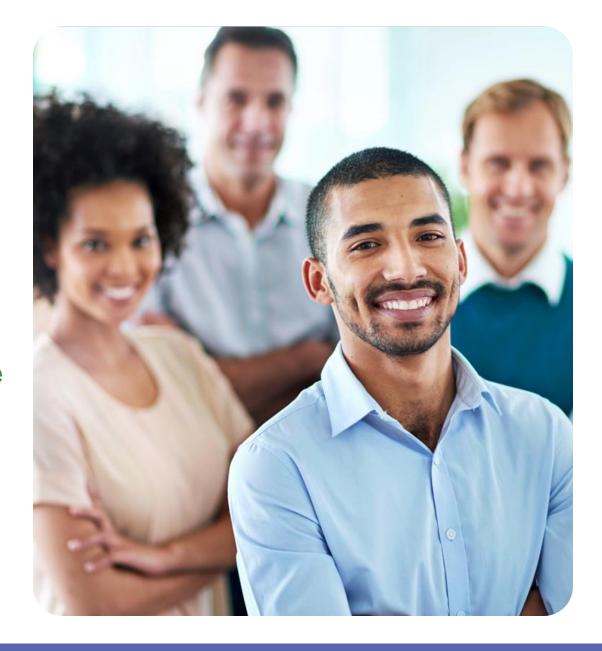
John ILIADIS
President, ISC2 Hellenic Chapter
IT Infrastructure Manager, TEIRESIAS S.A.

Who is ISC2?

➢ **Largest** nonprofit membership association of certified cybersecurity professionals

➢ Provider of lifelong professional **security education**

➢ **Global advocate** for the growth of the security profession

➢ **600.000** members, associates and candidates

➢ **170** Countries

The Agenda

Skills gap; what skills gap?

High-performance teams; mythical unicorns?

Facing employee turnover; step 1: look in the mirror

Skills gap; what skills gap?

ISC2 CyberSecurity Workforce Study 2023, 1/2

14,865
professionals globally

Gap (4mil) outpaced growth (5mil)

12,6% vs 8,7%

Job satisfaction declined but still high – 70%

ISC2 CyberSecurity Workforce Study 2023, 2/2

75% - threat landscape most challenging compared to past five years

92% - organizational skills gaps exist

47% - experienced cutbacks (layoffs, budget cuts, hiring freeze)

Towards building
high-performance teams

Training is investing…

Poor team-level decision making

» *Problem:* groupthink; think Pearl Harbor and Bay of Pigs

» *Solution:* heterogeneous teams

» *Results:*

- groupthink ↓   decision confidence ↓

- two birds, one stone: DEI

Learning how to talk – from scratch…

Yearly cost of service X (*loss aversion*)

- 20% price bump after Feb or securing 17% discount before Feb?

New investment required (*active choice*)

- We need XDRNewGenv3 to protect service XX
- Keep high risk for service XX or reduce it with XDRNewGenv3?

Facing employee turnover.
Step 1: look in the mirror

It's all about our infosec people, …$#%id

» Challenges

- Overworked and stressed out

- Understaffed

» We need to become better at:

- Coaching our people
  - take a look at *Coaching with Compassion*; many more out there

- Headhunting; we are 3.9mil short
  - think outside of the box; *use CC* or other novel tackling methods

…meanwhile

» Wells notice* <u>served to Solarwinds CISO</u>

» Uber <u>CISO convicted</u>

» Clorox CISO <u>departs after incident</u>

* *"notification issued by regulators to inform individuals or companies of completed investigations where infractions have been discovered… the nature of the enforcement proceedings to be initiated against the recipient"*

ISC2 Hellenic Chapter:

combatting the skills gap problem

Combatting the skills gap problem

➢ Knowledge transfer; events for our Members (past few months: AI, cyber insurance, cyber resilience, cyber warfare, NIS2)

➢ Helping professionals explore a pathway to a Cybersecurity career (already 90 Certified in Cybersecurity in Greece)

➢ Job lists for our Members

➢ Member networking with specialized executives in the field

➢ Accredited instructors for CISSP, CCSP, CSSLP, CC certifications

Thank you!

ISC2 Hellenic Chapter

j.iliadis@isc2-chapter.gr