



LEADERSHIP SUMMIT

SEPTEMBER 8, 2021

WiCyS 2021 LEADERSHIP AGENDA



TIME	DESCRIPTION	LOCATION
9:00am-9:45am	Opening Remarks and Keynote Opening Remarks: <i>WiCyS Leadership</i> Keynote: Deborah Blyth , Former CISO, Colorado Information Security	Aurora C
9:45am-10:00am	Break with coffee	Aurora C
10:00am-10:25am	Working Group Survey Findings (4 Concurrent) Inclusion Working Group Transitioning/Returning Working Group Pipeline Working Group Advancement Working	Summit 2 Summit 3 Summit 4 Summit 5
10:35am-11:00am	Presentation Sessions (4 Concurrent) Inclusion as Job Zero - How to Develop an Inclusive-Minded Workplace Track: Inclusion Ashley Smyk , <i>AWS Professional Services</i> Filling the Cybersecurity Skills Gap with Veterans & Military Spouses Track: Transitioning/Returning Jay Garcia , <i>Fortinet</i> Hiring With a Growth Mindset Track: Pipeline Ayesha Mahmood , <i>Palo Alto Networks</i> Accelerating Beyond Societal Limitations Track: Advancement LeAnna Lyons , <i>ManTech</i>	Summit 2 Summit 3 Summit 4 Summit 5
11:15am - NOON	Panels/ Birds of a Feather Session (3 Concurrent) Building Cybersecurity Talent Through Innovative Partnerships Track: Transitioning/Returning Sarah Morales , <i>Google</i> , Maxwell Shuftan , <i>SANS Institute</i> , Lynn Dohm , <i>WiCyS</i> Strengthening the Cybersecurity Workforce Track: Pipeline Melissa Thomann , Dimple Ahluwalia , Evelyn Anderson , & Marisol Rawlins , <i>IBM</i> From the Sticky Floor through the Glass Ceiling Track: Advancement Lisa Lee , <i>Microsoft</i>	Summit 3 Summit 4 Summit 5
NOON -1:30pm	Lunch & Networking (on your own)	
1:30pm-2:45pm	Working Group Brainstorm (4 Concurrent) Inclusion Working Group Transitioning/Returning Working Group Pipeline Working Group Advancement Working	Summit 2 Summit 3 Summit 4 Summit 5
2:45pm-3:00pm	Break with coffee	Aurora C
3:00pm-3:30pm	Wrap-up and Reporting	Aurora C

WiCyS 2021

LEADERSHIP AGENDA



Tracks:

Pipeline - Strengthening the diverse cybersecurity workforce pipeline.

Inclusion - Creating an inclusive work environment

Transitioning/Returning - Furthering opportunities for various groups such as veteran female cybersecurity aspirants or those transitioning or returning to cybersecurity workforce

Advancement - Advancing women in technical and non-technical leadership roles

WiCyS Working Group Champions

Pipeline - **Prajakta Jagdale**, *Palo Alto Networks*

Student Intern: **Maggie Van Nortwick**, Northeastern University

Inclusion - **Diana Kelley**, *SecurityCurve*

Student Intern: **Maleesha Perera**, University at Albany

Transitioning/Returning - **Dr. Dawn Beyer**, *Lockheed Martin*

Student Intern: **Shaina Munoz-Rivera**, University of Puerto Rico

Advancement - **Jenn Henley**, *Facebook*

Student Intern: **Shannon McHale**, Rochester Institute of Technology



KEYNOTE SPEAKER

Deborah Blyth, CISSP, CISM, CCSK

Former CISO, Colorado Information Security

WiCyS 2021

LEADERSHIP AGENDA



Presentation Sessions

10:35am-11:00am

Inclusion as Job Zero - How to Develop an Inclusive-Minded Workplace

Ashley Smyk, *AWS Professional Services*

TRACK: Inclusion | LOCATION: Summit 2

At Amazon and many other organizations, we say “security is job zero,” meaning security is even more important than any other number one priority, and we create a place where teams are wholly security-minded and exhibit security as job zero in all they do. How do we create the job zero mindset for every employee and apply it to inclusion in the workplace? In this presentation, we will explore ideas of how to create and enforce a workplace mindset where inclusion is job zero by building mechanisms and continuously reinforcing and measuring inclusion that applies to not only leadership but also all levels of employees.

Filling the Cybersecurity Skills Gap with Veterans & Military Spouses

Jay Garcia, *Fortinet*

TRACK: Transitioning/ Returning | LOCATION: Summit 3

Anyone trying to hire a security professional for their organization understands there is a serious shortage of people with the skills needed to plan, implement and manage a cybersecurity strategy. In fact, according to a recent ISC2 survey, 56% of organizations claim they have a problematic shortage of cybersecurity skills. The question everyone in the industry is asking is, where will we find the skilled resources to fill this gap? Networks are undergoing dramatic transformations, fueled by BYOD, IoT, virtualization and cloud deployments. At the same time, threats are escalating in their prevalence, sophistication and impact. The lack of skilled cybersecurity professionals could literally stall our growing digital economy. Military veterans are highly sought after by employers that understand the real synergies between military service and cybersecurity. Veterans often are well ahead of their civilian counterparts in level of preparation and training they have received that directly applies to cybersecurity business. The Fortinet Veterans Program is part of our long-term strategy, working in conjunction with partner nonprofit organizations, channel and industry partners to help fill the cybersecurity skills gap that is challenging our efforts to secure global networks. The dearth of skills in the cybersecurity industry creates a unique opportunity for military veterans and employers alike. The post-9/11 unemployment rate for veterans is close to 9% while the security engineer unemployment rate is 0%. Fortunately, military veterans and the industry share many skills that can make cybersecurity rewarding careers for veterans as well as excellent opportunities for employers looking to defend an increasingly complex threat landscape. The goal of this presentation is to help make potential employers aware of the synergies between military service and cybersecurity positions they may be seeking to fill.

WiCyS 2021

LEADERSHIP AGENDA



Presentation Sessions

10:35am-11:00am

Hiring With a Growth Mindset

Ayesha Mahmood, *Palo Alto Networks*

TRACK: Pipeline | LOCATION: Summit 4

Hiring diverse talent could be challenging, especially when interviewers have yet to address their own unconscious biases or fixed mindsets about top talent. We often see job descriptions that sound almost as good as a unicorn. We see talent as what they have done so far rather than asking what are they capable of doing? The experience for an ideal candidate is far too often disconnected from reality, and sometimes the bias exists when hiring managers are writing the job description. Investing in developing a growth mindset, and eliminating unconscious biases with a neurological approach, can lead to better hiring and improved company culture of collaboration and innovation. With a growth mindset, you look at talent with a focus on their potential and relevant past experiences. Creating a list of top three must-have technical skills to start contributing to the team is a great way to approach the interview. Paying attention to a candidate's interpersonal skills as much as the technical ones is equally important. An aberrant genius is going to have a harder time collaborating than someone who likes to coach and lift others.

Accelerating Beyond Societal Limitations

LeAnna Lyons, *ManTech*

TRACK: Advancement | LOCATION: Summit 5

Often successful people are asked, "How did you do it?" The answer is: attentiveness, ambition, and resiliency. It is essential to identify, understand and leverage one's core strengths, and surround oneself with a supportive network. Immersing in experiential discovery and diligently self-training to develop and hone skills allows one to tackle opportunities that targets strengths and passions, enabling one to shape their career in a fulfilling way and grow professionally. It is absolutely essential to not limit ourselves by what society/industry says we need to succeed! We raise our own bar!

WiCyS 2021

LEADERSHIP AGENDA



Panel/Birds of a Feather Session

11:15am - NOON

Building Cybersecurity Talent Through Innovative Partnerships

Sarah Morales, *Google*, Maxwell Shuftan, *SANS Institute*, Lynn Dohm, *WiCyS*

TRACK: Transitioning/Returning | LOCATION: Summit 3

Cybersecurity is one of the fastest growing fields in the world. It's also in desperate need of skilled talent to fill the over 500,000 jobs currently open in the U.S. and 3.5 million open globally. The demand for cybersecurity talent is not new, it has actually been an issue for almost a decade. Colleges and universities are producing graduates, but not fast enough to keep up with the demand and often without hands-on experience or industry certifications that enterprises and governments require. As companies struggle to fill positions, they are finding innovative ways to grow their pipeline of future talent. One such company is Google. Realizing how the talent shortage will affect its future business if it is not addressed quickly, Google teamed up with WiCyS and its training partner, SANS, to launch a new talent development and reskilling program that provides industry leading training and certifications to women not currently working in cybersecurity. The program is immersive and enables students to quickly gain in-demand, marketable skills. The program also provides wraparound services to help participants find employment in the field. This session will highlight the partnership that is actively addressing the need for skilled and motivated workers to fill the pervasive cybersecurity talent shortage as well as increasing diversity in the industry. Panelists will share how the partnership works and ways other organizations, government entities or colleges and universities can join the effort. A graduate of the program also will speak about the experience and her journey into a new cybersecurity career.

Strengthening the Cybersecurity Workforce

Melissa Thomann, Dimple Ahluwalia, Evelyn Anderson, and Marisol Rawlins, *IBM*

TRACK: Pipeline | LOCATION: Summit 4

At IBM, we believe our greatest strength is our people. We would not be the company that we are today without the diversity of our workforce, and yet, we have room for improvement. In recent years, we have opened up the hiring aperture and invested in new collar hiring, P-TECH, veteran training, tech re-entry, and more. We will share lessons learned from our experiences, and look forward to learning from other organizations. We all have a long way to grow.

Wicys 2021 LEADERSHIP AGENDA



Panel/Birds of a Feather Session

11:15am - NOON

From the Sticky Floor through the Glass Ceiling

Lisa Lee, *Microsoft*

TRACK: Advancement | LOCATION: Summit 5

Few, if any, women ever have a straight career path. There are wiggles, valleys and peaks along the way. Mentors and advocates can help guide us; many friends and coworkers will offer good and bad advice. Getting off the sticky floor can be tough, but breaking through the glass ceiling has its own challenges. Join this interactive session to discuss some of the skills vital for women to succeed at the executive levels, as well as what needs to happen for more women to break through to the top and why progress has been so slow in technical positions. This session also will delve into what companies could and should be doing to move more women into executive suites. Bring questions and ideas about how to disrupt the future for women and step onto floors covered in broken glass.

SPECIAL THANKS

WICYS STRATEGIC PARTNERS

Tier 1



Tier 2



Tier 3



WICYS FOUNDING PARTNERS





UNITING
ON ISSUES
THAT AFFECT
US ALL

[WiCyS.org](https://www.wicys.org)