■ Leadership Management
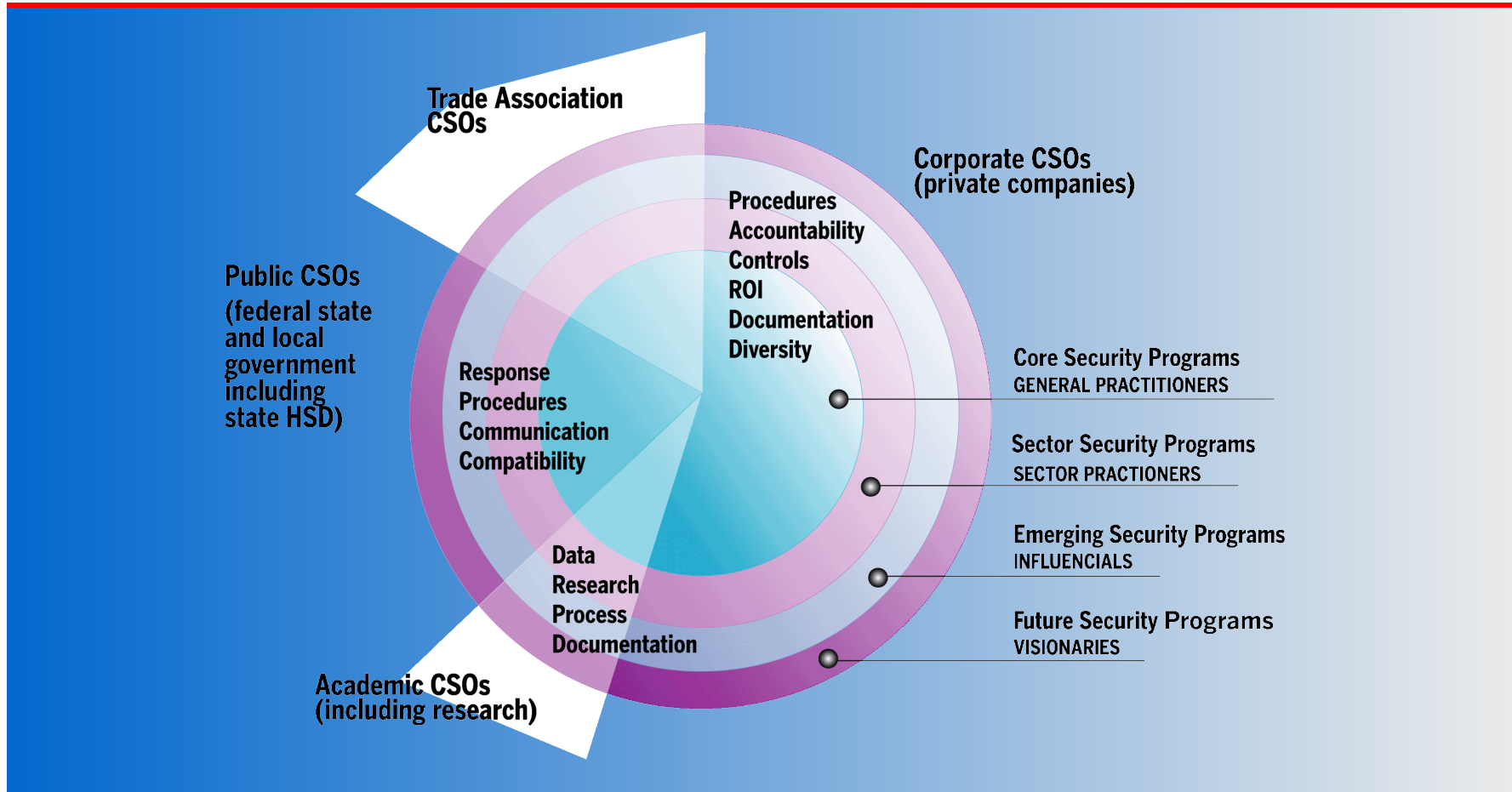
By Bob Hayes
Security Executive Council Staff
Date: August 10,2006

Developing the next generation of security organization leadership is considered by some to be security's most daunting challenge. Degree programs and management executive development programs are plentiful but where will our next leaders learn the security content knowledge? The industry lacks **documented** strategies, tools and methodologies for effective succession planning, to meet regulatory challenges of the future, to assist with the convergence of security disciplines in the enterprise and to aid in planning for future security strategies.

Security Program Evolution: Core to Emerging Approach

CSO Executive Council
Advocating Strategic Security Solutions

Trade Association CSOs

Corporate CSOs (private companies)

Procedures Accountability Controls ROI Documentation Diversity

Public CSOs (federal state and local government including state HSD)

Response Procedures Communication Compatibility

Core Security Programs
GENERAL PRACTITIONERS

Sector Security Programs
SECTOR PRACTIONERS

Emerging Security Programs
INFLUENCIALS

Data Research Process Documentation

Future Security Programs
VISIONARIES

Academic CSOs (including research)

Council Initiatives

Regulation and Compliance Management Tool

CSO Executive Council
Advocating Strategic Security Solutions

My Information   Gap Analysis   Benchmark   Cost of Compliance   Library   Feedback

Select regulations below or guidelines below.

Select Regulation (s):   OR   Industry (Related Regulations)

- [ ] All
- [ ] C-TPAT
- [ ] HIPAA
- [ ] Marsec

- [x] SOX
- [ ] USSG
- [ ] CIP

All ▼

Select Guideline (s):

- [ ] NFPA
- [ ] ISO

- [x] NIST Info Framework
- [ ] CobiT

[Submit]

Current Publications

Measures & Metrics in Corporate Security: Communicating Business Value

Provides 375 real examples of security metrics aggregated into 13 categories

Covers how to start a metrics program

Shows you how to present findings to senior management

Includes many example of graphs and charts

Security Careers: Defining Jobs, Compensation, Qualifications

Includes 68 security job descriptions and career paths

Compensation trends for each job description

How to get the best compensation for yourself and staff

Comprehensive lists of certifications, member organizations and position posting resources

Corporate Investigations for Non Security Professionals: A Risk Management Initiative Product: Guidelines for the Initial Handling of Reported Incidents

Easy to follow step-by-step guide

Appendix has checklist tool

Includes real life examples of what to watch for

Also great for security professionals to use to train colleagues

Documenting Career Path

Title: Top Security Executive INTERNATIONAL
Foushée Job Ref #: 200
Job Description:

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Responsible for developing business plans for international facilities, and maintains close relationships with high-level law enforcement, intelligence and private sector counterparts to include in-country security and international security agencies. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard the organization's assets. Develops consensus within an organization from operational activities and regulations imposed by agencies with regulatory jurisdiction.

Qualification Guidelines:
Master's degree or international equivalent in an area of study relevant to this position and more than 15 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena.

Documenting Process

Corporate Investigations for IT Professionals
Guidelines for the Initial Handling of Reported Incidents

This is a special edition of our Corporate Investigations for Non Security Professionals product that focuses on issues relevant to IT professionals. It serves as a guideline for corporate staff and line management who often receive initial reports or allegations of inappropriate behavior in the workplace. This product provides practical guidance for company employees who are part of the security investigation process. A nationally recognized expert in the area of corporate security legal risks and employment law, Thompson has served as a consultant on workplace violence, legal issues training, litigation services and related security problems to numerous Fortune 500 and smaller companies, as well as federal, state and local governments. Highlighted are incidents that typically must be investigated by the organization either because the law imposes a duty to investigate or the law holds the organization liable for any consequences of its failure to investigate and correct a problem.

Easy to follow step-by-step guide

Appendix has checklist tool

Includes real life examples of what to watch for

Also great for security professionals to use to train colleagues

Documenting Success Factors

Examples and Explanations for Demonstrating How Security Adds Value to Business Using Measures & Metrics in Corporate Security

CSOEC members requested we create a metrics presentation library to present to senior management all 375 metrics included in our ground breaking book.

Use these templates to communicate as managers and advisors on risk. Each slide is customizable; it has been designed to plug-in your own program data, terms, company name, company logo, etc. These have been field tested by experts and were found to resonate with senior management. Included in the notes section are application advice and usage notes by our Faculty. The slides are in PowerPoint with embedded Excel spreadsheets to customize with your data.

More cost and time effective than creating your own presentations
Customizable to your security metrics program
Used by leading former and current security executives
Notes from CSOEC Faculty on how to best to present to senior management
Professionally designed

Aligning Security Services with Business Objectives: The Security Director's Template

A SEC Customizable Senior Management Messaging Tool

CSO Executive Council
Advocating Strategic Security Solutions

Presenter Instructions:

This slide presentation has been created for you to use when promoting Security's value to senior management. The main goal is to demonstrate how the Security organization adds to the business. The primary drivers you must align to are related to: Finance, Customers, Employees/Operations and Corporate Growth.

The role of the security executive to the business is one of a facilitator; one who oversees the corporation's risk management with the help of those within the corporation.

Included are slides for several "flavors" of presentations. Pick and choose slides according to a specific presentational slant. Fill in your corporation's or security department's specific information where you can. Included in the Notes section of most slides are "coaching" comments to you written by the experts on how to present this information to senior management.

We encourage you to add additional slides based on your specific environment. We would like to hear how this presentation worked for you and your modifications. Future versions will include your suggestions.

Example Slide

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Financial Value

> The Security Program Increases Profitability

Example: A security program designed to increase monitoring on container shipments of products reduces shrinkage rates that exceed the cost of the program and increase profit margins. The cost of the security is less than the cost of the problem.

RESEARCH · ADVOCACY · SOLUTIONS

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Presenter Instructions:

This template tool has been created for you to use as part of the security organization's process for creating a strategic plan and for presentation of the plan to senior management. A number of these slides can also be used to show how the process will unfold (or is unfolding). One of the main goals is to demonstrate how the security organization is aligned to the business. This tool will be expanded to a full strategic plan documentation example (report). Many of us have attended business classes on Strategic Planning. The member requirement is provide a real world example of a previously successful strategic plan with options for modification and use by the members.

It is crucial to document where the security department is today, its history, and your plans for the future and how you will get there. This plan is centered on a risk based approach vs. standards and specifications or a regulatory requirement base approach.

Fill in your corporation's or security department's specific information. Included in the Notes section of most slides are "coaching" comments written by the CSO Emeritus Faculty Members on how best to use or present this information. Additional comments are made on potential options or problems you may consider. They are important to read to understand this product.

We encourage you to add additional slides based on your specific environment. We would like to hear how this presentation worked for you and your modifications. Future versions will include your suggestions.

Example Slide

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Process

XYZ Corp.'s Security Strategic Plan

• History and current state

• Assignment of responsibilities, risk assessment, management concurrence and prioritization

• Benchmarking / program options

• Business input and alignment process

• Future program strategy development, testing and validation

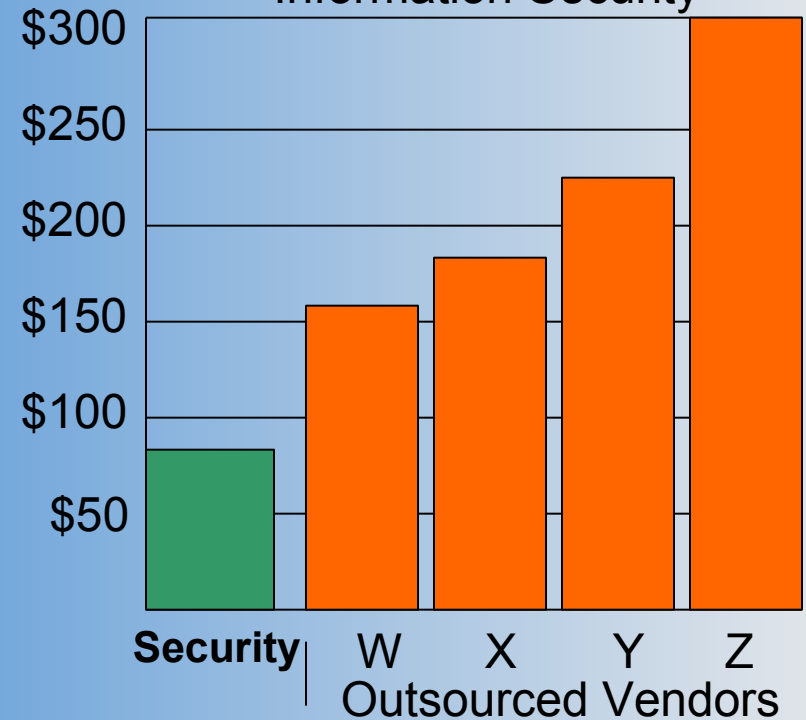• Measuring success

• Next steps

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WWW.CSOEXECUTIVECOUNCIL.COM

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Customizable charts and graphs from 13 security-related metrics categories; includes notes from CSOEC Faculty on application and presenting to senior management.
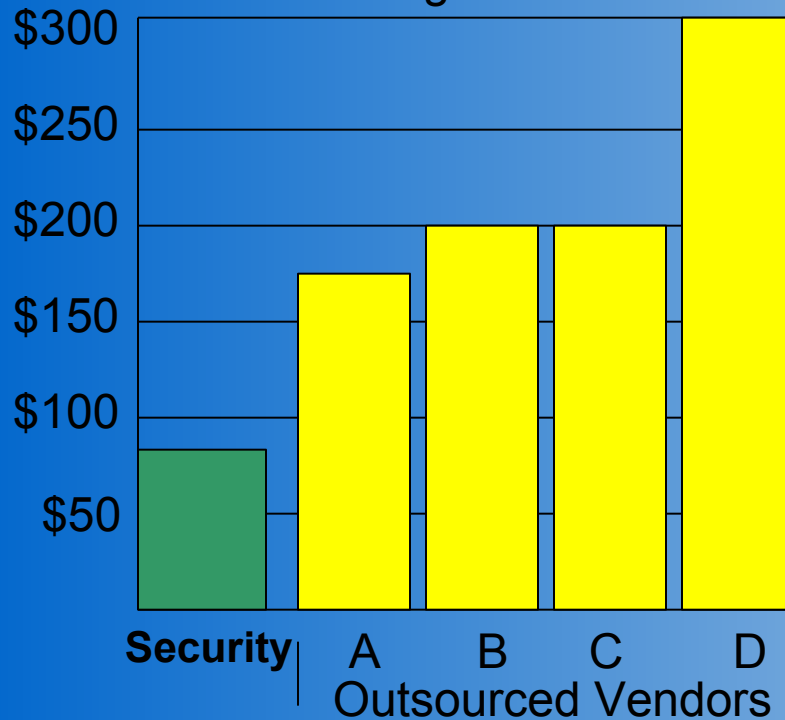
In Progress…

- Security Awareness Program Tool

- Security Awareness Program Communicator

- Cost of Security Presentation

- Legislation, Regulation, Voluntary Compliance Matrix (V.2)

CSO Executive Council

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About The Council:

The CSO Executive Council is a professional membership organization for leading senior security executives spanning all industries and both the public and private sectors. Our members seek repeatable innovative issue solutions and documentation of model core security programs. The Council utilizes professional staff and retained experts (former CSOs from world class companies and content experts) to develop, based on member requirements, strategic services and products for the entire membership. Unlike typical peer-to-peer organizations, the CSOEC does not depend on member volunteers; members are involved in projects only to the extent they desire to be. Our vision is to deliver solutions exceeding those of dedicated security business consultancy firms at a significantly lower cost.

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