

## **The Millennium Alliance – Executive Roundtable**

**November 12<sup>th</sup> at Noon**

**"Creating and Sustaining High-Performance Information Security Teams: Insights into Best Practices"**

**Moderated by:**

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## **Agenda and Discussion Plan**

- 1. Introduction (5-10 min)**
- 2. Characteristics and Benefits of High-Performing Information Security Teams (15 min)**
  - What makes for a high-performing information security team?
- 3. Building High-Performing Information Security Teams (15 min)**
  - How do you build such teams?
- 4. Sustaining High-Performing Information Security Teams (15 min)**
  - How do you sustain such teams?
- 5. Concluding Thoughts (5-10 min)**

## Recommendations and Best Practices

### Sources

1. Cybersecurity Readiness Podcast ([www.cybersecurityreadinesspodcast.com](http://www.cybersecurityreadinesspodcast.com)) -- Excerpts from Dr. Dave Chatterjee's conversations with CEOs, CISOs, and other subject matter experts.
2. Research and practitioner articles.

### Characteristics and Benefits of High-Performing Information Security Teams

#### *Characteristics*

- Communicate clearly
- Maintain a culture of psychological safety, trust, and respect
- Share team goals and values
- Understand and find meaning in their purpose within the context of the organizational mission and vision
- Participate in continuous learning
- Benefit from and demonstrate strong leadership.

#### *Benefits*

- Get a lot done quickly
- Are agile in responding to a changing environment
- Contribute to a positive workplace culture
- Demonstrate significant autonomy
- Embrace innovation
- Collaborate actively and well.

### Building High-Performing Information Security Teams

- Set clear expectations
- Establish a positive team culture
- Cultivate an environment of trust and accountability.
- Foster a sense of motivation and commitment
- Empower team members by delegating tasks and decision-making authority
- Allow individuals to take ownership of their work
- Provide regular feedback and recognize team members' achievement

## **Sustaining High-Performing Information Security Teams**

- Ongoing professional development.
- Mentorship initiatives
- Fostering a supportive and inclusive team culture is essential.
- Engaging in regular team-building activities, including off-site retreats or social events.
- Implement a rewards and recognition program that recognizes outstanding contributions.
- Establishing policies supporting a healthy work-life balance is crucial.
- Creating a harmonious workplace that nurtures continuous growth and success.