



# THIS IS THE WAY

A NEW LEADERSHIP CREED  
FOR INFOSEC PROFESSIONALS

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# What got you through the last few years?





**2020**

Malware increased by **358%**

Ransomware increased by **435%**

**4.83 million** DDoS attacks

Phishing incidents rose by **220%**

Bitfinex Crypto

Twitter

Marriott

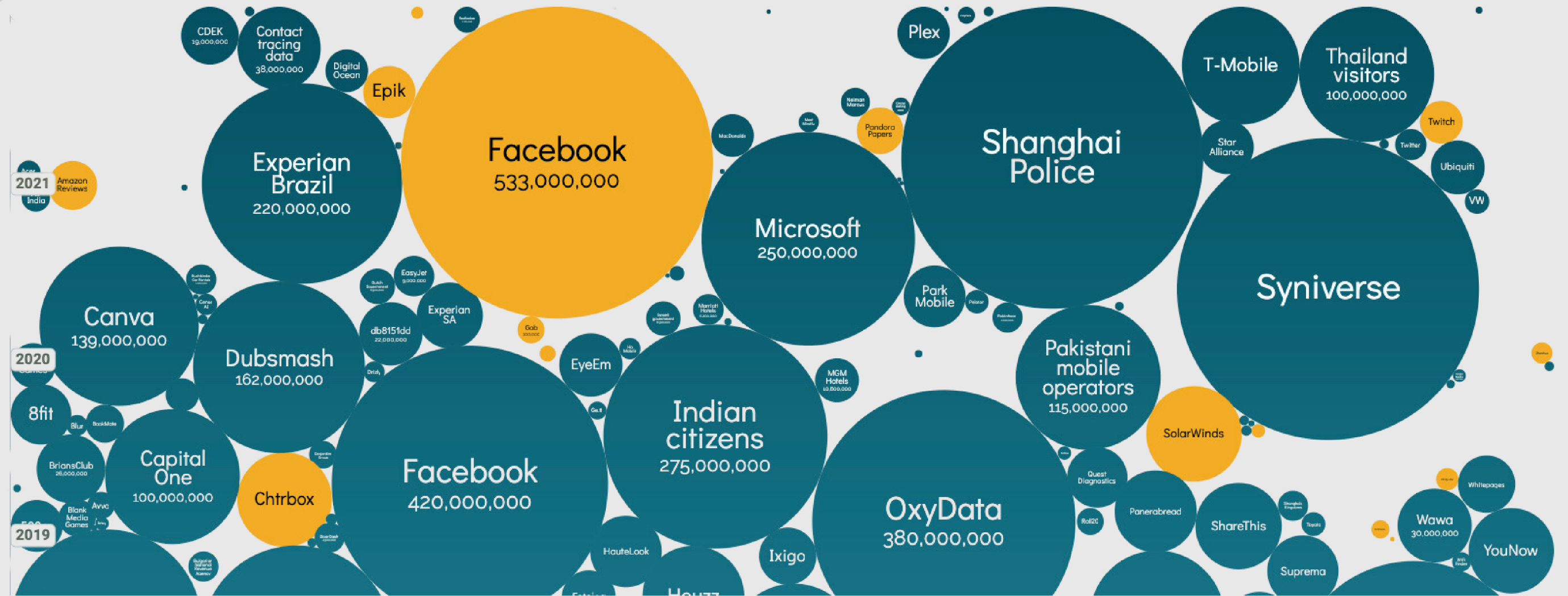
2022

T-mobile

YUM

ChatGPT

2023











The first  
time you  
see  
baby Yoda



The  
8607th  
time you  
see  
baby Yoda

**BE LIKE THE MANDALORIAN**



- \* AVOIDS MASS GATHERINGS
- \* MAINTAINS CONSTANT DISTANCE FROM OTHERS
- \* NEVER TAKES HIS MASK OFF IN PUBLIC

**THIS IS THE WAY**









**A LONG  
TIME AGO  
IN A  
GALAXY  
FAR, FAR  
AWAY...**



Kruck20 / Getty Images

- ✦ VCU for Bachelor's & Master's Degrees
- ✦ Bartender
- ✦ Huguenot High School teacher





# Who am I?

## Coach, Consultant & Facilitator

5 years in public education

29 years as a front-line supervisor to CHRO

20 years in Leadership Development

Founder of BrightPoint Coaching & Consulting

PCC executive coach

Deliver leadership development solutions for Guidepoint Security





# Why am I at RVAsec?

- ✦ Lack of formal Leadership Development in the Cyber industry.
- ✦ Military experience, trial by fire, or mentorship have been the primary ways leaders have been developed.
- ✦ Continually increasing pace of threats, technology changes, and world events have highlighted the need.
- ✦ Both technical skill and soft skill development are necessary for success.

2014 - 2021

2019 - 2021

2021 - present

Research

Interviews

Solutions



# Why Develop Leadership Skills?

## Burnout

"One of the biggest threats to an organization's cybersecurity isn't just hackers — it's burnout among cybersecurity teams.

**84%** of cybersecurity professionals in North America are experiencing burnout."

*Mimecast 2023*

## Turnover

"By 2025, nearly half of cybersecurity leaders will change jobs, 25% for different roles entirely."

*Gartner, Inc. 2022*

## Stress

"Cybersecurity professionals are facing unsustainable levels of stress,"

*Deepti Gopal, Director Analyst, Gartner 2022*

## Retention

"**60%** of respondents said they'd experienced difficulties retaining qualified cybersecurity professionals, up seven percentage points from 2021."

*ISACA 2022*

## Incidents

"By 2025, lack of talent or human failure will be responsible for **over half** of significant cyber incidents."

*Gartner 2022*



# Why Develop Leadership Skills?

Career Advancement  
Higher Income

Value Beyond Automation/AI  
Stay Relevant

Resilience & Stress Management  
Increased Adaptability  
Change Agility

Better Outcomes  
Increased Creativity  
Enhanced Problem-Solving


Stronger Relationships  
Highly Transferable  
Feel better/Work Satisfaction





# CREED:

a set of guiding principles,  
beliefs or aims which guide  
someone's actions.





# Our New InfoSec Creed

**01** From Me to We

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**02** Form Alliances

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**03** Be Determined

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**04** Take Off the Mask

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**05** Protect The Child

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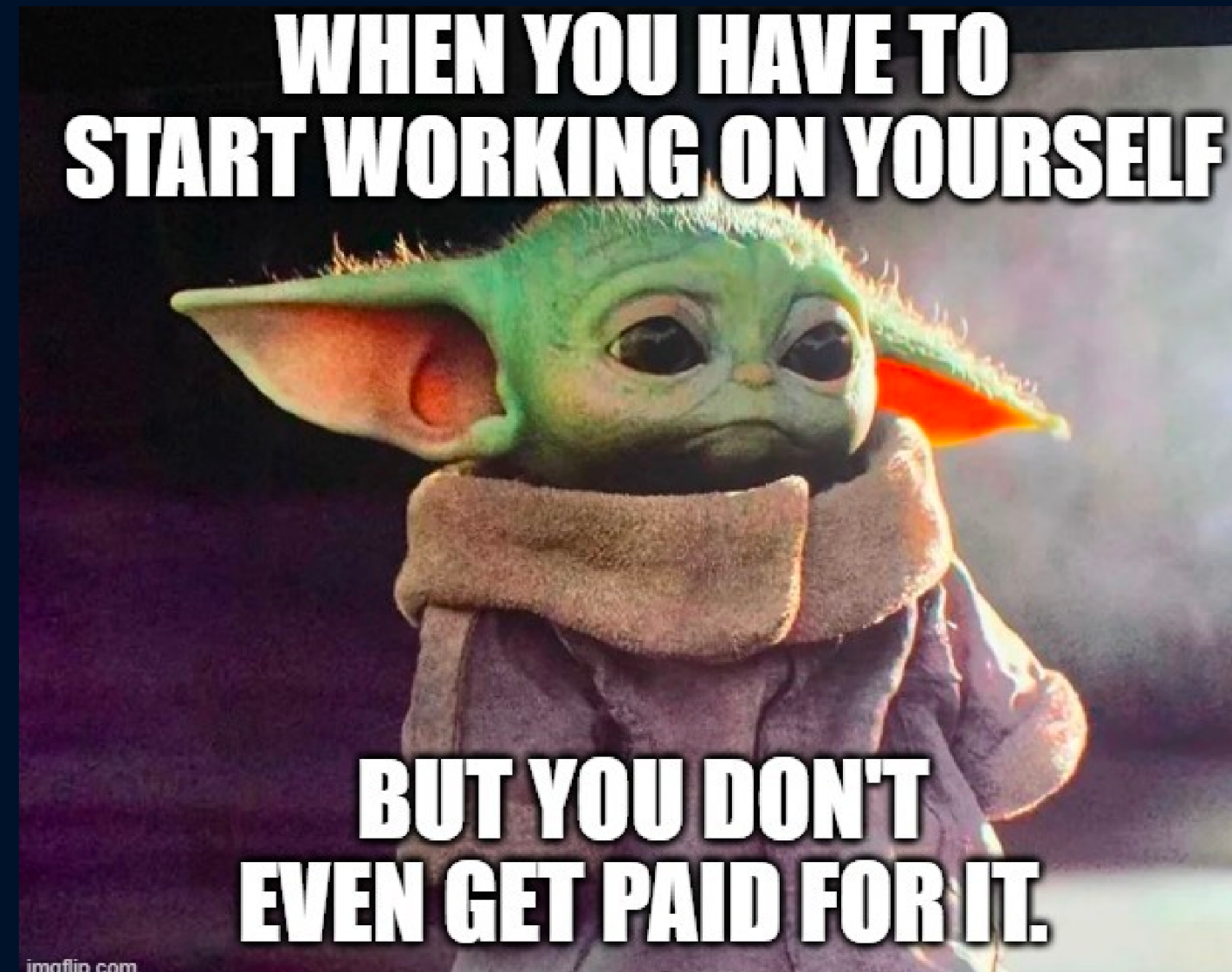




01

# MOVE FROM ME TO WE

The Beskar Rule





# 01

# MOVE FROM ME TO WE

## The Beskar Rule

- ✦ Take time to understand others
- ✦ Know thyself
- ✦ Focus on Outcomes





# MOVE FROM ME TO WE



CANVA STORIES

0917



CANVA STORIES

0917



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CANVA STORIES

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02

# FORM ALLIANCES

Diversity & Empathy Win

**ON WEDNESDAYS WE WEAR BESKAR**





# 02

# FORM ALLIANCES

## Diversity & Empathy Win



SOURCE: STAR WARS YOUTUBE

- ✦ Lived experience → beliefs → action
- ✦ Manage your biases
- ✦ Value differences and flex your style
- ✦ Inspire & Challenge



# FORM ALLIANCES



CANVA STORIES

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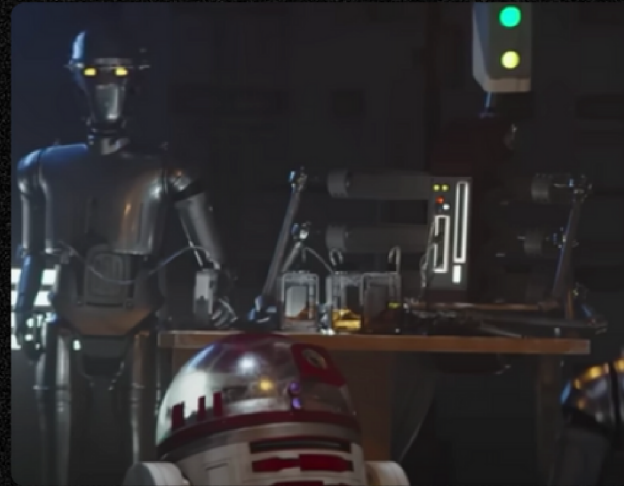
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# 03 BE DETERMINED

Show Grit & Growth or fall behind

Me when anything mildly inconvenient happens:



I will initiate self-destruct.



# 03

## BE DETERMINED

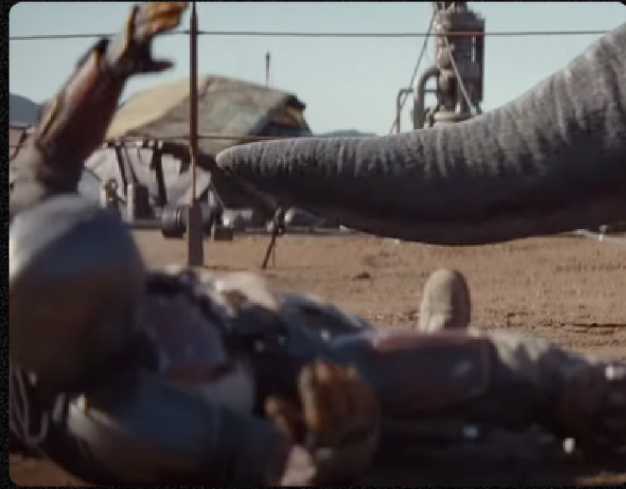
Show Grit & Growth or fall behind

- ✦✦ Grit & Balance
- ✦✦ Upskilling with Humility
- ✦✦ Leveraging Tools





# BE DETERMINED



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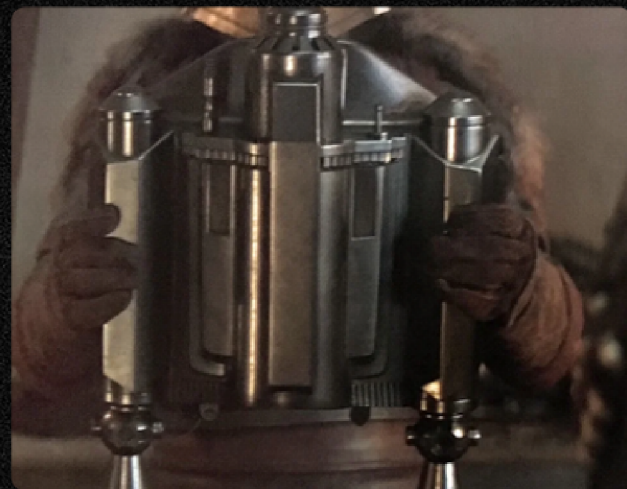
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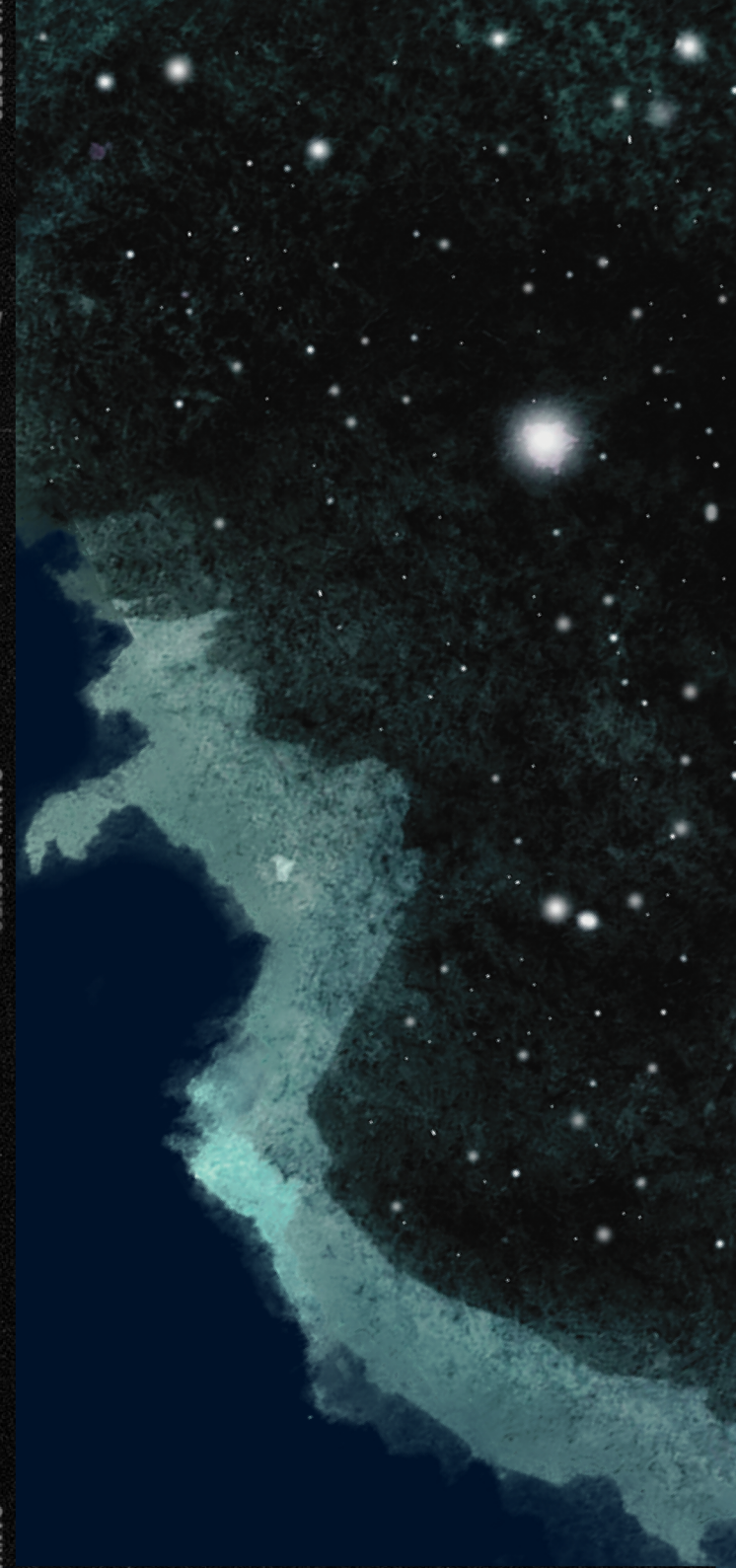
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04

# TAKE OFF THE MASK

Vulnerability as a path to respect





04

# TAKE OFF THE MASK

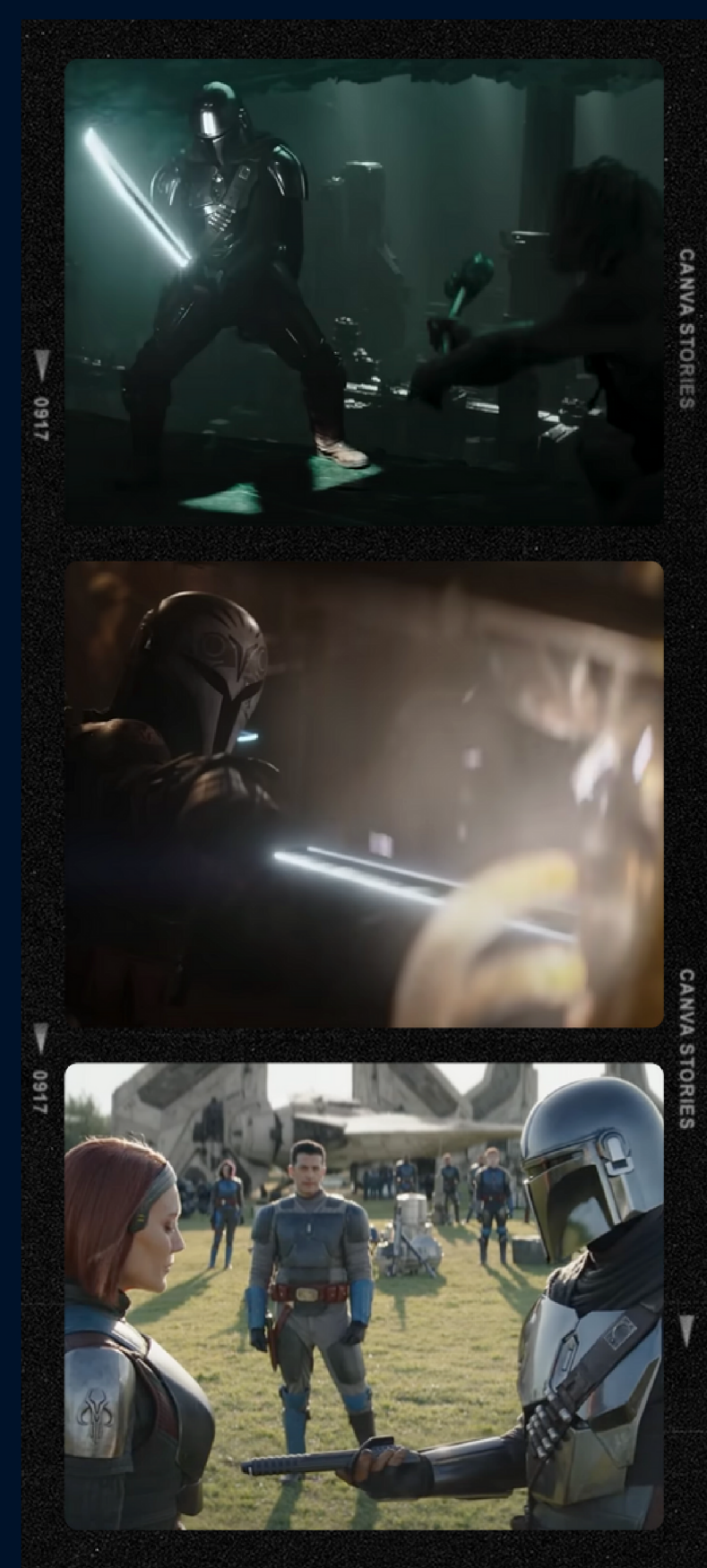
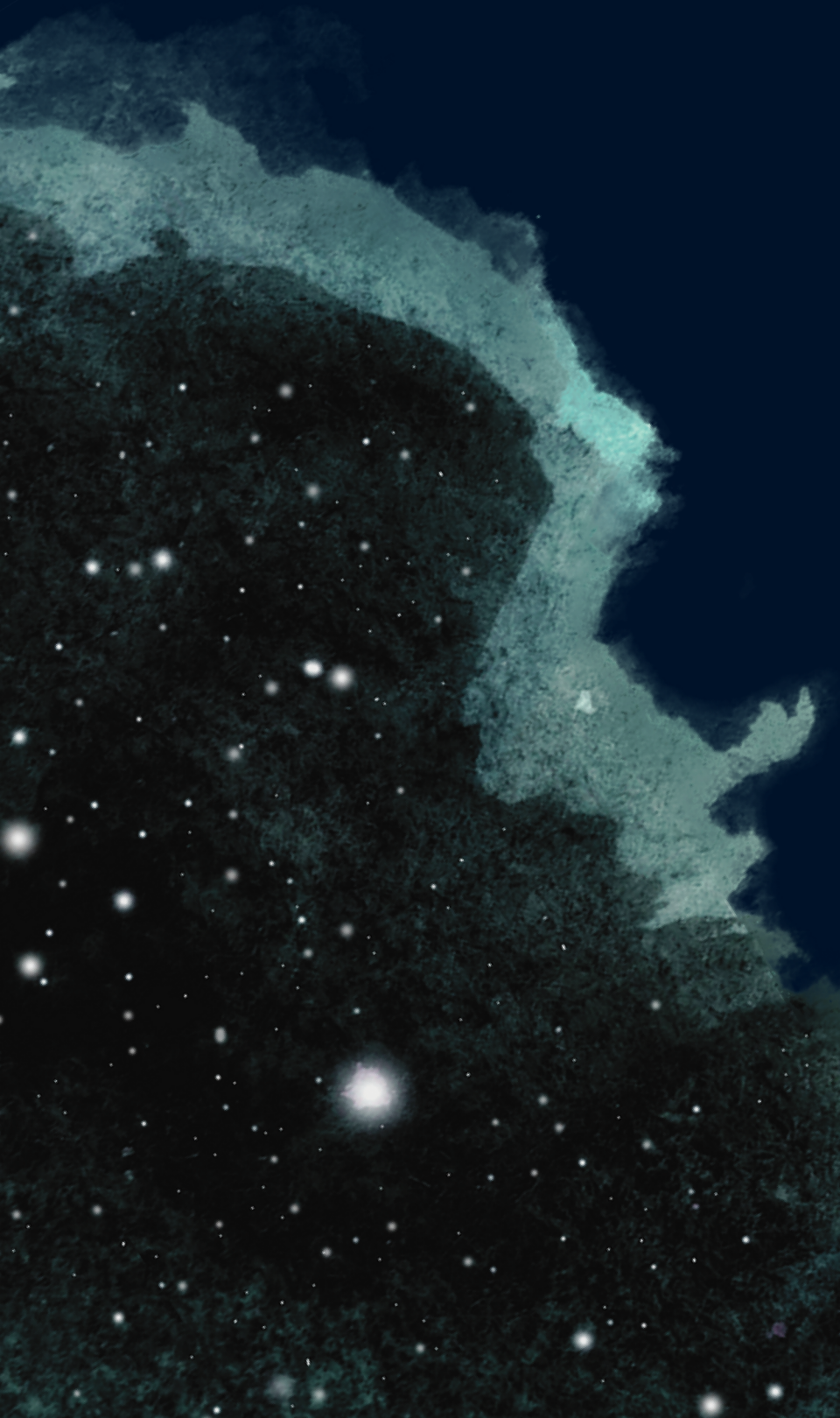
**Vulnerability as a path to respect**



- ✦ Walk the talk with authenticity
- ✦ Knows limits and admits fails
- ✦ Asks for Feedback
- ✦ Recognizes good work



# TAKE OFF THE MASK





# 05 PROTECT THE CHILD

Always remember the Mission

**When you go Full Mandalorian!**

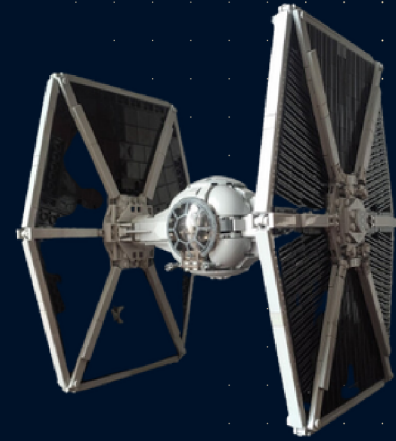




# 05 PROTECT THE CHILD

Always remember the Mission

- ✦ Balance needs & shifting priorities
- ✦ Know your importance





ONE MORE THING, BUT FIRST...

ANY  
QUESTIONS?





# What will YOU do?

**01** From Me to We

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**02** Form Alliances

---

**03** Be Determined

---

**04** Take Off the Mask

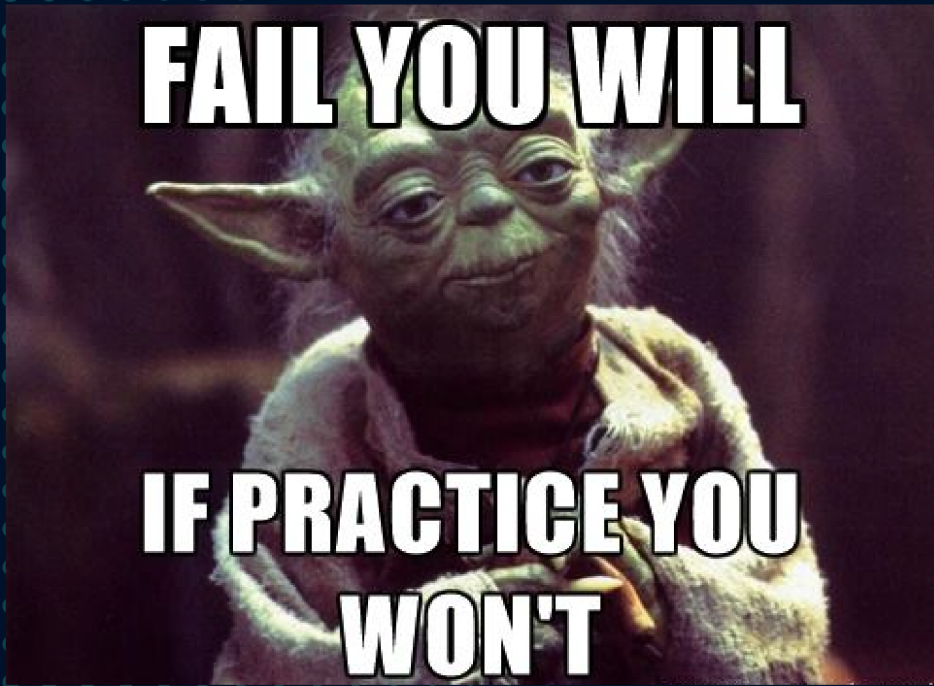
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**05** Protect The Child

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# ACTION FOR RESULTS

Put your leadership creed into practice daily for enhanced results.





# I HAVE SPOKEN.

Connect with me:

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[www.linkedin.com/in/katecollins](http://www.linkedin.com/in/katecollins)



## THANK YOU !