Building Relationships for Better Security

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Intro

Please don’t hold questions to the end.
Discussion is encouraged.
Overview

THE PROBLEM

THE BETTER WAY

HOW THIS CHANGES THINGS
What’s the Problem?
Engineering Team Stressors
Security Team Stressors

THAT'S CRAZY RISKY
Security

- Risk
- Incidents
- Compliance
- Worry
- Paranoia
Product Stressors
Profits
Resources
Future
Risk
Value
All The Stressors Together ➔ FRICTION

- Paranoia
- Incidents
- Resources
- Worry
- Compliance
- Profits
- Features
- Student
- Default
- Personal Life
- Ego
- Risk
- Deadlines
- Value
- Worry
- Risk
- Ego
- Value
The Better Way
What is Corporate Culture?

“Corporate culture refers to the values, beliefs, and behaviors that determine how a company's employees and management interact, perform, and handle business transactions.

Often, corporate culture is implied, not expressly defined, and develops organically over time from the cumulative traits of the people that the company hires.”
What is Innovation?

The defining factor is **NOT** whether an idea is the first of its kind or whether it’ll have an impact on all of humanity.

- **Original**
- **Useful**
- **Different**
- Solves a Problem
- Level of Risk

**Level Set**
What is Culture of Innovation?

“A belief that innovation is everyone’s job - from the CEO to the intern who started last week.”

Collaborate

Ask
Questions

Take
Risk

Share
Work

Challenge
Status Quo

No Shame
Failure
What is Security Culture?

What is Culture of Security?

“The ideas, customs, and social behaviors of a group that influence its security”
Security Culture Drivers

Community of Practice
- Inclusive
- Interesting
- Foundational

Security Working Group
- Collaborative
- Educational
- Productive

Training
- Appropriate
- Timely
- Useful

Relationships
- One on One
- Small Groups
- Prioritize Builders
Secure Culture Involves Everyone

Reach Out

Right Tools

Hire with Innovation and Security Mindset

Participate

Reward

Acknowledge
Empathy, Advocacy & Awareness

**Empathize**
The ability to understand and share the feelings of another

**Advocate**
The act or process of supporting a cause or proposal

**Be Aware**
We need to empathize with and advocate for each other
Communication Rules

State your problem and interests. Acknowledge others' problems and interests.

Stay on Topic


Look For Things to Agree On
Communication Rules

- Ask “Why?”, “Why Not?”, “What If?”
- Use Eye Contact
- Show Interest in What is Being Said
- Listen to Understand
Leadership and Negotiation

- Engineering
- Security
- Product
Leadership

Step Up
Be Real
Just Do It

One Team
Talk About It

OWN IT!
Trust me.
START
Negotiation

- Find a Way to Say YES Together
- Escalate With, Not Against
- Trust That Everyone’s Reasons Are Valid
- Offer Solutions Instead of Problems
- Recognize Trade Offs
How This Changes Things
Better Relationships -> Better Everything

Better Culture
Better Comms
More Empathy
More Advocacy
Better Awareness
More Leadership
Better Negotiation
Questions?
Resources Used In Developing This Talk

- Six Ways Security Teams Can Build Better Relationships with Engineering by Shirish Padalkar
- How to Unleash the Power of An Effective Engineering Security Team by Robert Wood
- How to Strengthen Relationships Between Security and Engineering, Cobalt.io
- Guidance for Improving the Security Architecture/Engineering Relationship by IANS Faculty
- Corporate Culture Definition, Characteristics, and Importance by Evan Tarvar
Resources Used Continued

- Good Communication Can Help Solve Problems by Mary Holz-Clause
- How to Build a Security Mindset in a Engineering Organization by Kevin Rollinson
- DevSecOps: The Competitive Advantage of a Unified Team, VMWare
- What Does A Culture of Innovation Really Look Like? by Dominic Price
- Security Culture: What It Is and Why It’s Important, KnowBe4
- Google Images, Giphy.com