

Cybersecurity

CENTER OF EXPERTISE

Cybersecurity—Is your team ready for the challenge?

Frequent news of cyber attacks and data breaches continue to dominate headlines on a daily basis, and no organization is immune to attack regardless of its size, industry, or geography. There is mounting evidence that the unrelenting onslaught by a wide array of cyber criminals across the globe ranging from rogue hackers to nation states is only becoming more intense, and the cyber criminals are winning the battle. Given this environment combined with today's technology-dependent world, cyber or information security executives are playing a critical role in protecting companies' assets and mitigating the costs associated with lost or stolen intellectual property, damage or destruction of critical data or infrastructure, disruptions to critical operations, and loss of confidence amongst customers, investors, and employees.

Korn Ferry's Cybersecurity practice brings together a team of advisors who leverage their experience and expertise across information technology, national security, and professional services to meet our clients' unique cyber and information security talent needs. Our consultants understand the threats and vulnerabilities that face a global economy increasingly interconnected and reliant on information systems. We offer a full portfolio of talent solutions that include recruiting top talent, such as a new Chief Information Security Officer (CISO), or building a cybersecurity workforce or advisory practice. We can also help the C-suite and Board of Directors align their senior leadership, organization capabilities and culture to help companies defend against emerging cyber threats.

Coverage and functional areas.

Sectors served:

- ▶ Consumer
- ▶ Industrial
- ▶ Financial Services
- ▶ Life Sciences
- ▶ Technology
- ▶ Education
- ▶ Government

Roles:

- ▶ Board of Directors
- ▶ Chief Information Security Officer
- ▶ Chief Security Officer
- ▶ Head of Security Architecture
- ▶ Head of Incident Response & Crisis Management
- ▶ Advisory & Consulting Services
 - Security & Risk Management
 - Disputes & Investigations
 - Digital Forensics & eDiscovery

The number of breached records rose by 350% in 2013, with approximately half of the United States' population's personal information exposed in a 12-month period. The average time it takes an organization to detect a breach is 32 days—during which time a great deal of damage can be done—an increase of 55% from the prior year.

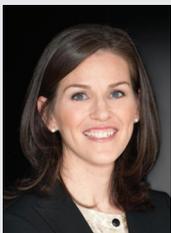
Source: Ponemon Institute

Our team:

- ▶ Aileen Alexander
- ▶ Jamey Cummings
- ▶ Gerry McNamara
- ▶ Craig Stephenson
- ▶ Mike Franzino
- ▶ Doug Greenberg
- ▶ Mark Polansky
- ▶ Rob McHale
- ▶ Anne Park Hopkins
- ▶ Bob Concannon
- ▶ Emmeline Kuhn
- ▶ Chris Radigan
- ▶ Sue Ribot
- ▶ Barry Wahlberg

Key trends & insights.

- ▶ Cybersecurity talent is crucial to safeguarding companies' most precious assets, including intellectual property, sensitive customer information, financial data, and employee records.
- ▶ The C-Suite and Board of Directors are critical to ensuring that information security and compliance are part of the company's culture.
- ▶ There is increasing demand and competition for Cybersecurity talent including senior executives and thousands of network, information and application security experts.
- ▶ Today's CISOs need to understand the business and have an enterprise-wide perspective on risk in order to address the cyber threat and communicate effectively with the C-Suite and Board of Directors.
- ▶ Reporting structures vary and are evolving. Heads of information security frequently report to the CIO, but increasingly report to the CFO, Chief Risk Officer, General Counsel, CEO, or a combination.
- ▶ Learning agility and the ability to collaborate effectively are key attributes required of individuals and organizations focused on cybersecurity.
- ▶ Forward-looking companies are seeking trusted partners who can advise them on mitigating cyber risk while optimizing their business operations and financial performance.



Aileen Alexander co-leads the Firm's Cybersecurity Center of Expertise. Prior to her career in talent management, Ms. Alexander served most recently as a senior policy advisor for the House Armed Services Committee where she specialized in defense issues related to Asia, Africa, and Latin America and assisted Congressional Members in their oversight of homeland defense and nonproliferation programs and activities. Earlier

in her career she served as a Presidential Management Fellow in the Office of the Secretary of Defense and as a communications officer in the U.S. Army. She earned a master's degree in public policy from Harvard University's Kennedy School of Government, and graduated with a bachelor of arts from The Johns Hopkins University.



Jamey Cummings co-leads the Firm's Cybersecurity Center of Expertise. Prior to his career in talent management and advisory, Mr. Cummings was a consultant with The Boston Consulting Group where he served clients in the aerospace & defense, consumer finance, telecommunications, oil & gas, pharmaceuticals, healthcare and education industries. Earlier in his career he served as an officer in the U.S. Navy's SEAL teams. He earned a master's degree in business administration from Stanford University, and graduated with a bachelor of science in aeronautical engineering from The United States Naval Academy.

CASE STUDIES

Partnering with clients to facilitate transformation.

Client: Premier private-equity backed, global leader in investigations, intelligence and risk management

Situation: The Firm was seeking multiple new Managing Directors to drive continued growth, but its reliance on traditional sources of external talent had become a limiting factor.

Solution: Korn Ferry drove a fundamentally new approach to the Firm's talent acquisition strategy to identify and engage other less obvious sources of talent the Firm had not previously explored. The Firm attracted successful partners from well-regarded, multi-national law firms with expertise in privacy, data security, and cybercrime litigation.

Client: Global Fortune consumer products company.

Situation: The Company was looking for a new CISO with exceptional executive communications skills, the ability to influence at all levels of the organization, strong team leadership and talent development skills, and strong ties into the US government agency community. Given the importance of information security to the organization and the high level of demand for information security talent in the market, the Company had a considerable sense of urgency.

Solution: Korn Ferry's Cybersecurity team conducted comprehensive market research focused on talent within large, complex well-regarded multinational companies while also leveraging their prior CISO search experience. Per the Company's request, Korn Ferry prioritized a combination of technical skills, executive presence and communications, strong business acumen, and credibility and access with the US government agency community.