



Brilliance Security Magazine Industry Interview



Guidepost



The ASIS Young Professionals Council (YPC) is exploring how to leverage the strengths of Baby Boomers, Gen-xers, and Millennials to fortify security department expertise, increase productivity, and adapt to significant technological advances. A YPC team has researched Millennials joining security organizations around the globe with an eye towards creating a framework to help security organizations bridge the generation gap. To find out more about what this team learned from their research Brilliance Security Magazine sat down with Angela Osborne, a co-chair for the ASIS Young Professionals Council

WHO SAID IT

Angela Osborne, Regional Director - Security & Technology Consulting Practice



Editor's Note: *It is a singular pleasure to meet and talk with a delightful young person that is enthusiastic and optimistic as well as very knowledgeable in the field of security. This was certainly the case with Ms. Osborne.*

WHO THE RESEARCH LOOKED AT

SWOT Analysis

Angela has worked on this project with Donna Kobzaruk, Vice President JPMorgan Chase Global Security & Investigations, Michael Brzozowski, CPP, PSP, Risk and Compliance Manager at Symcor, Inc., and Thomas Langer, CPP, Vice President Security at BAE Systems.

SWOT ANALYSIS



“Basically what we have done is conduct a SWOT (strengths, weaknesses, opportunities, and threats) analysis across three of the major generations in the workplace today. I have done the Millennials section, Michael has done the Gen-xers side, and Tom & Donna have done the Baby Boomer section. We all worked together collaboratively on the framework which is essentially a framework designed to help multiple generations work better together.”

“I believe our framework can cross a lot of different boundaries. From a security perspective, I don't necessarily see information security as being separate from physical security. I think that most organizations are just looking at security and if they haven't merged those two yet I think they will in the future so that they will require individuals who have skill sets in both information security and physical security. We see a big push within our Young Professionals Council for those people that are working toward their CPP and CISSP at the same time.”

DEFINE IT

What is a Millennial?



To provide a level set we asked Angela to articulate her definition of a Millennial. She told us, "A Millennial is the same thing as Generation Y and now we also have Generation Z, which is everyone under the age of 20. And so the Millennials, or Gen Y, are born about 1981 to roughly 1995. Then we typically see that the Gen-xers are now in their 40s to early 50s. And then after that, we have the Baby Boomers up until where you find those born about 1942, referred to as the Silent Generation or the Traditionalists."

WHAT THE FRAMEWORK WILL DO

It's about relationships



"I think, overall, we have put together this framework, or methodology, on how we recommend people should deal with diverse perceptions. Today, in our workplaces, it can be very tense. There are lots of political issues and a lot of tension generally. There are a lot of articles trying to pit Millennials against Boomers, unfortunately. The goal of this framework is to try and break that down and really focus on building relationships with people. If you're going to have someone committed to an organization, they may be committed to the vision of the organization, but really their commitment will be to the relationships they have built with their team members."

SILOS BETWEEN PHYSICAL AND INFORMATION SECURITY

Who wins - Physical or Information Security?



"It is an interesting situation, as companies try to increase efficiency to decrease cost there is a tendency to focus on Information Security Practitioners and make them multifaceted. This may make sense to an extent, but when it comes to an organization that may have operations all over the globe with some higher-risk destinations, the challenge is that you need physical security people that can tell you about risk management and, for instance, tracking your travelers, knowing where they are, and understanding emergency evacuation procedures.

I understand the intent of increased efficiencies, but I think it may be very short-sighted if you are looking to expand globally.

Largely these silos are created relative to budgets; who gets control over the money. Many organizations are creating a new C-level security position to which both the CISO and Corporate Security Director report."

ATTRACTING AND RETAINING SECURITY PRACTITIONERS

What's an employer to do?

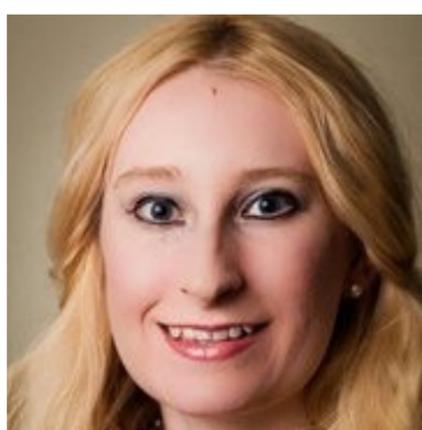


"Part of that is an investment in people. And investments in training or in stretch-assignments to help people expand their skill sets. The goal is to form a cohesive team that has strong retention. One of the challenges that people talk about with Millennials in the workplace is job-hopping. You don't want to invest a lot of time if the employee is likely to move on after a short period of time. We know, from research, that 90% of Millennials say that they would like to continue with the jobs that they have but 67% say that they will leave if they are not given the proper opportunities for professional development. So really it is about breaking down those silos; breaking down those stereotypes and talking about what are the strengths and what are the opportunities that we can share and how can we best address the threats that our organizations face.

Careers in Information Security are abundant. If you search for available jobs for a security analyst, what comes up? 95% of those search returns will be for Information Security Professionals. Physical Security employment opportunities are not often advertised the same way information security jobs are. Often physical security opportunities come through networking and organizations like ASIS International. Employers need to support organizations that promote the industry and help to attract qualified young professionals."

ANGELA'S ROLE AT GUIDEPOST SOLUTIONS

What's her day job?



In a world where change is certain, experience is the best protection. Guidepost Solutions offers global investigations, compliance and monitoring, and security and technology consulting solutions for clients in a wide range of industries.

Angela J. Osborne is the regional director for the Security and Technology Consulting group in the Guidepost Solutions Washington, D.C office. She specializes in conducting threat assessments, performing security risk assessments, and assisting clients in crisis management training, simulations, and program development.