




**Hackers don't break in, they log in –
the basics of cyber security culture**



**HR's impact on digital communication
and digital leadership**



Hilary Walton, CISO Kordia Group, Director, YouTuber, Podcaster, Mum, Wife and passionate sharer of Security Culture and Digital Culture Ideas

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Kordia Overview

700+ In-house
Tech Experts

65-year+
History in NZ

Dedicated
Cyber Security &
Cloud Divisions

24/7 Network &
Security Monitoring

Leading Business
Only Telco

Critical
Communications

Trusted by 800+
Customers

We Care:
NPS +60

At The Forefront
of Cutting Edge
Technology

Best-connected
to AWS & Azure





Centre for the Protection of National Infrastructure



cpni.gov.uk





Human factor in security mistakes

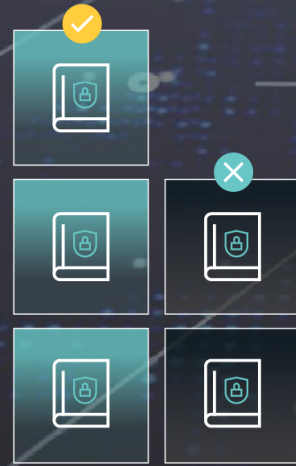
Human factors were involved in . . .

- 85% of data breaches in 2020 – Verizon
- 88-91% of breaches of public cloud infrastructure – Kaspersky
- 99% of compromise attempts in 2019 – Proofpoint
- 70-90% of malicious breaches reported since 2005 – KnowB4



Technology and processes alone won't hold back cybercriminals...

your EMPLOYEES are the
first line of defence against cyber-attacks.

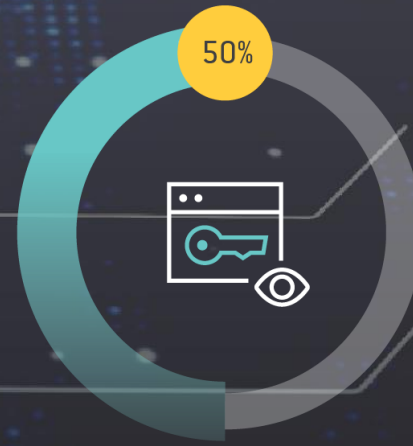


BUT

2 IN 5

do not have policies
and training in place

**TO HELP PREVENT
CYBER BREACHES**



AND

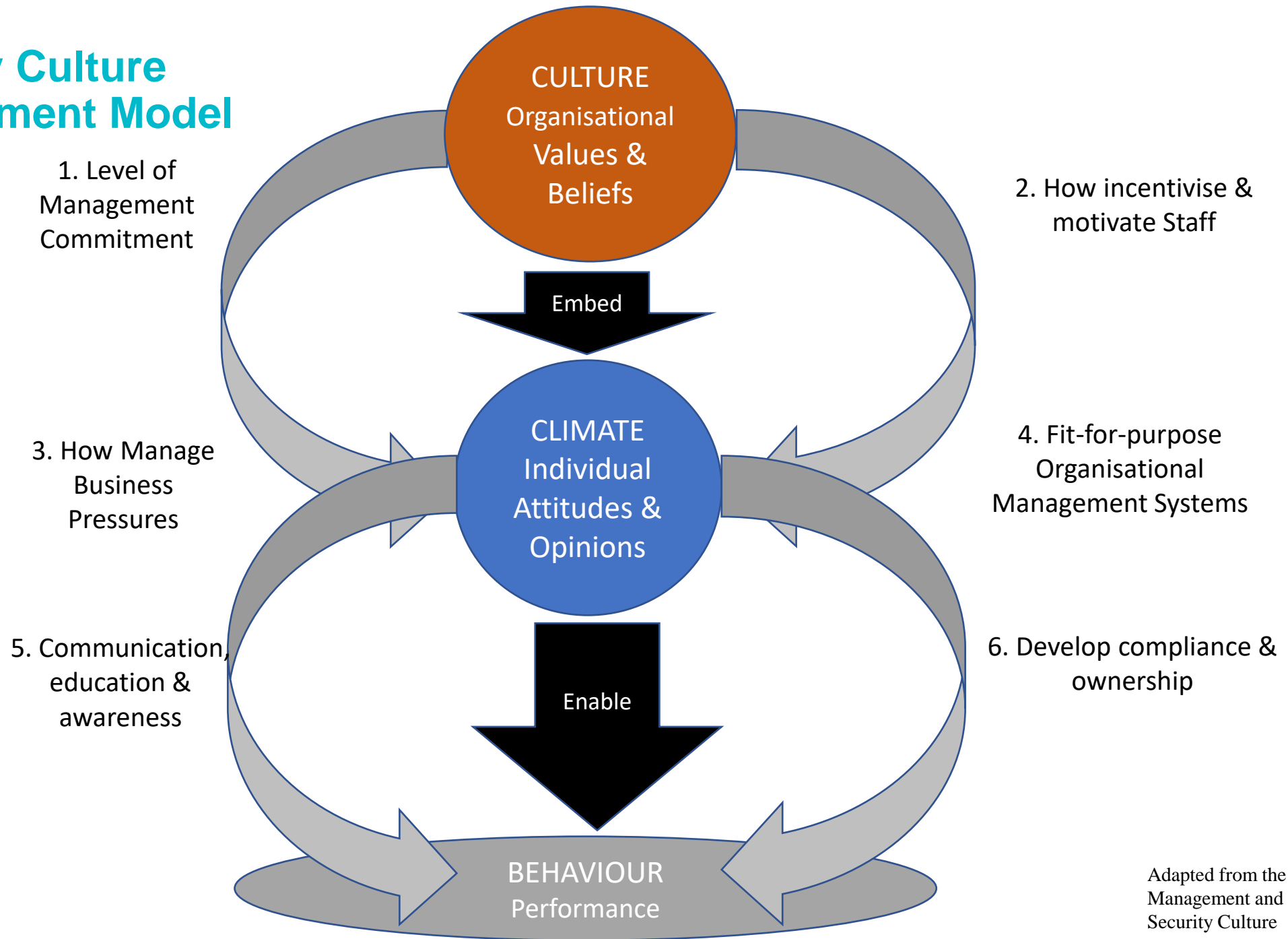
ONLY 1/2

are confident their
employees understand the
**IMPORTANCE OF GOOD
PASSWORD PRACTICE.**

No touchy Phishy



Security Culture Management Model



Adapted from the CAS Model of Culture Management and the Alnather Model of Security Culture



New Zealand
Privacy Laws 2020



Mandatory disclosure of data breaches with 'serious' harm to the Office of the Privacy Commissioner

Australian Government

AUSTRALIA'S
CYBER SECURITY
STRATEGY 2020

Suggests specific cyber security duties for company directors are on the way

Bill before AU parliament on notification of ransomware attacks

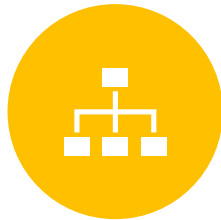
5 things HR should know



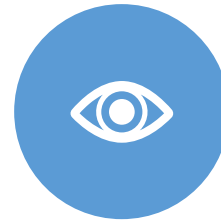
What are your important assets, and how they are protected?



How does your business manage security risks and vulnerabilities?



Do you have appropriate and rehearsed crisis management plans?



What visibility/monitoring you have to spot malicious cyber activity?



What is your security culture is like?

**Security Maturity Assessments
can help to understand our
security posture**



HR's impact on digital communication and digital leadership

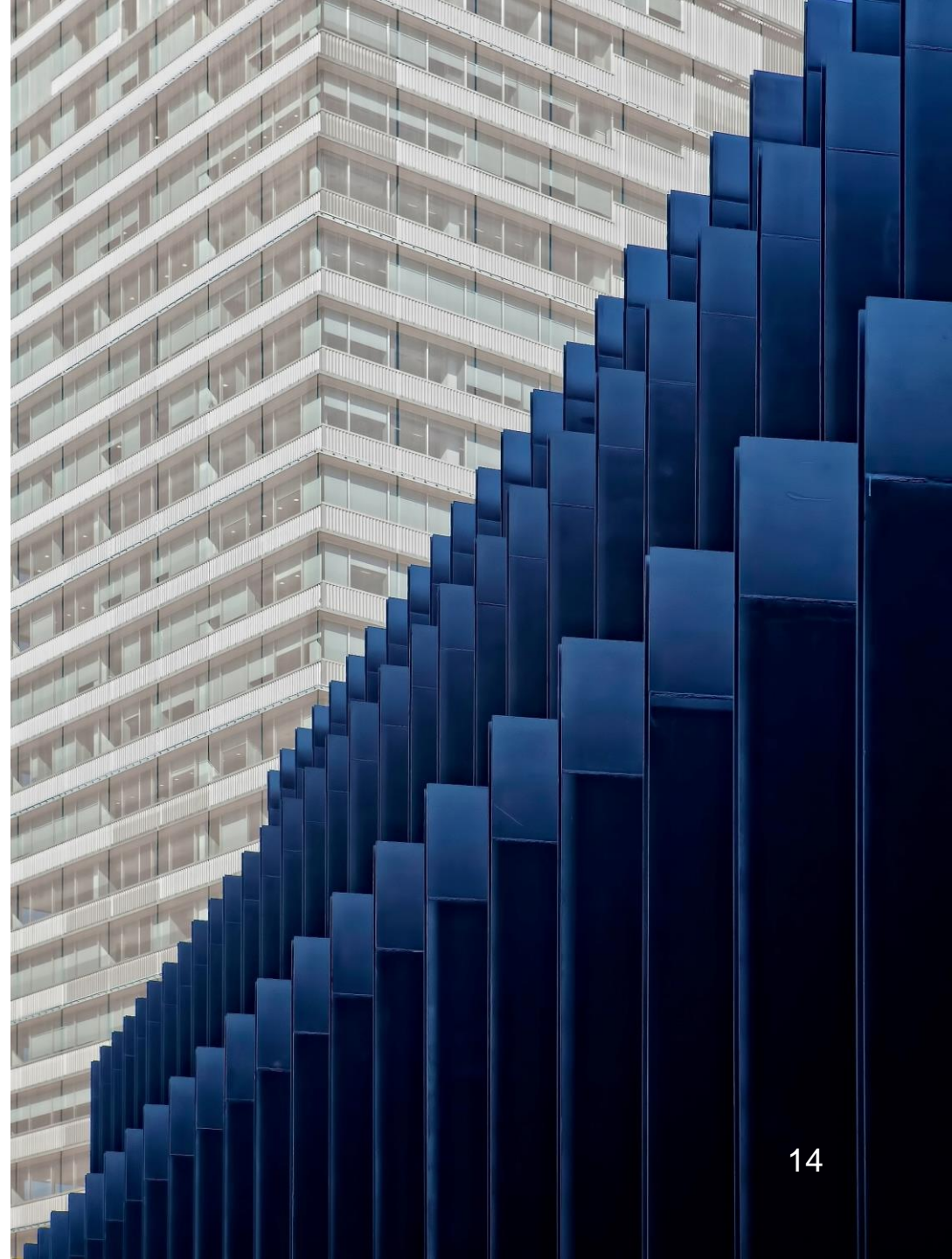


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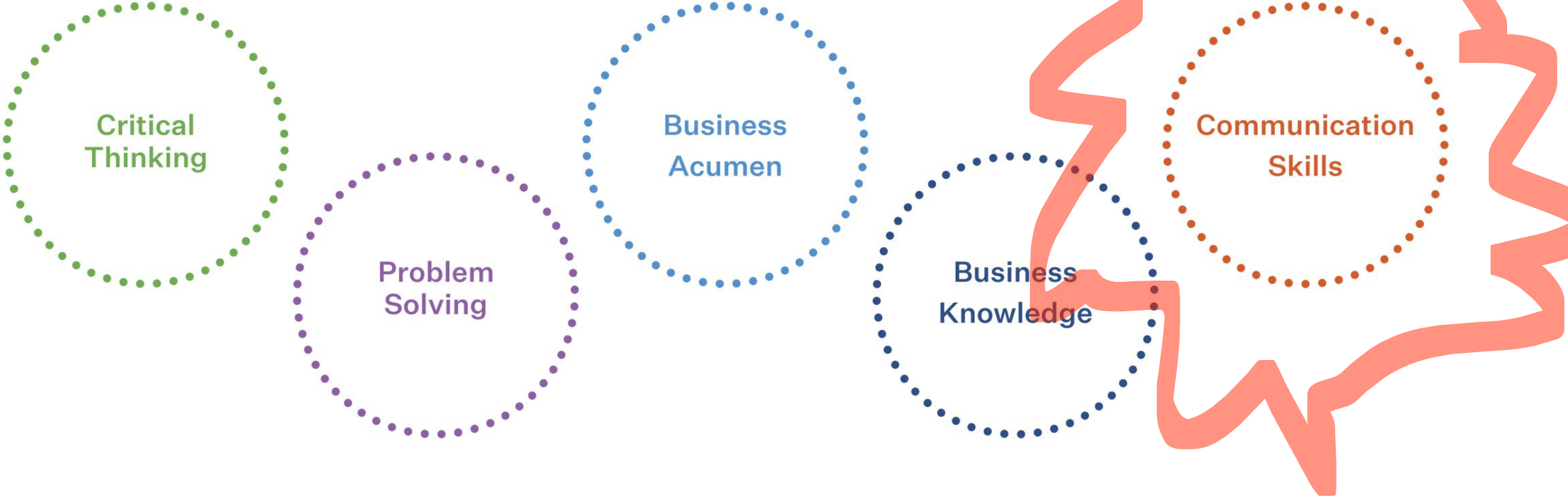


Leadership in the digital age

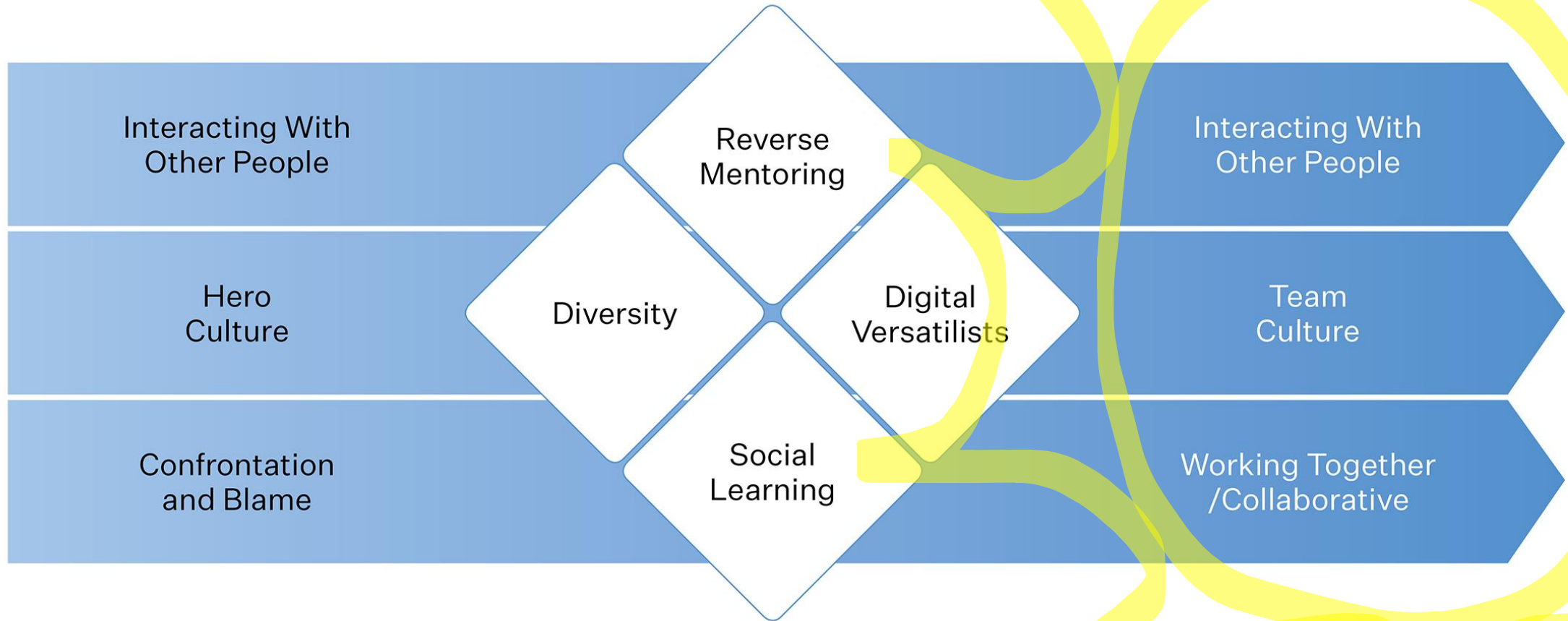
Leaders need to **empower** their teams to work with **autonomy** and freedom, and **to take decisions**. Organisations need to create leaders at all levels by building **participation** and **accountability**. They need to **learn from people** working on the ground, take inputs and **trust** them. Every member of the team should be **encouraged to contribute** ideas, insights and knowledge for achieving **shared goals**.



Digital capability requires soft skills



A shift in People fit for digital business





Digital requires new leadership and behaviours because . . . the biggest cultural and business model shift is happening right now . . . a shift to a more digital culture and ways of working.

Technology and the internet are changing the way we think, make decisions, behave, interact and communicate.

Make no mistake!

2021



Your mobile phone is the TV



Your TV is the radio

1950's



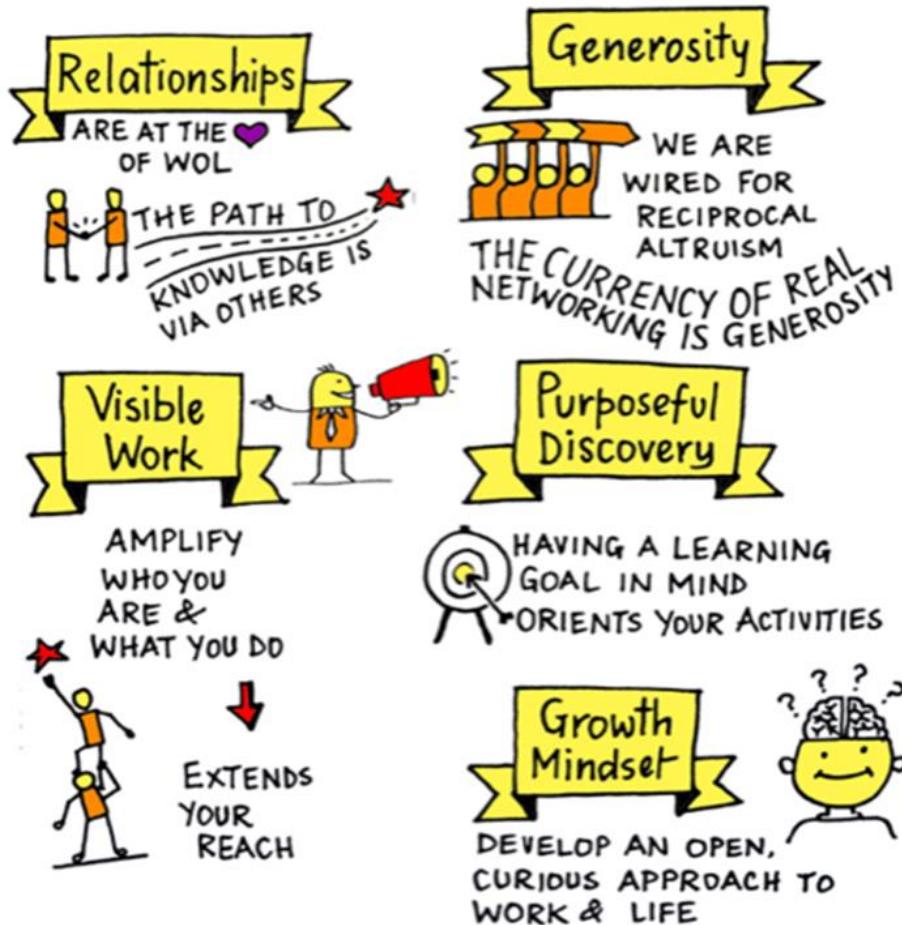
Digital is Everyday Life



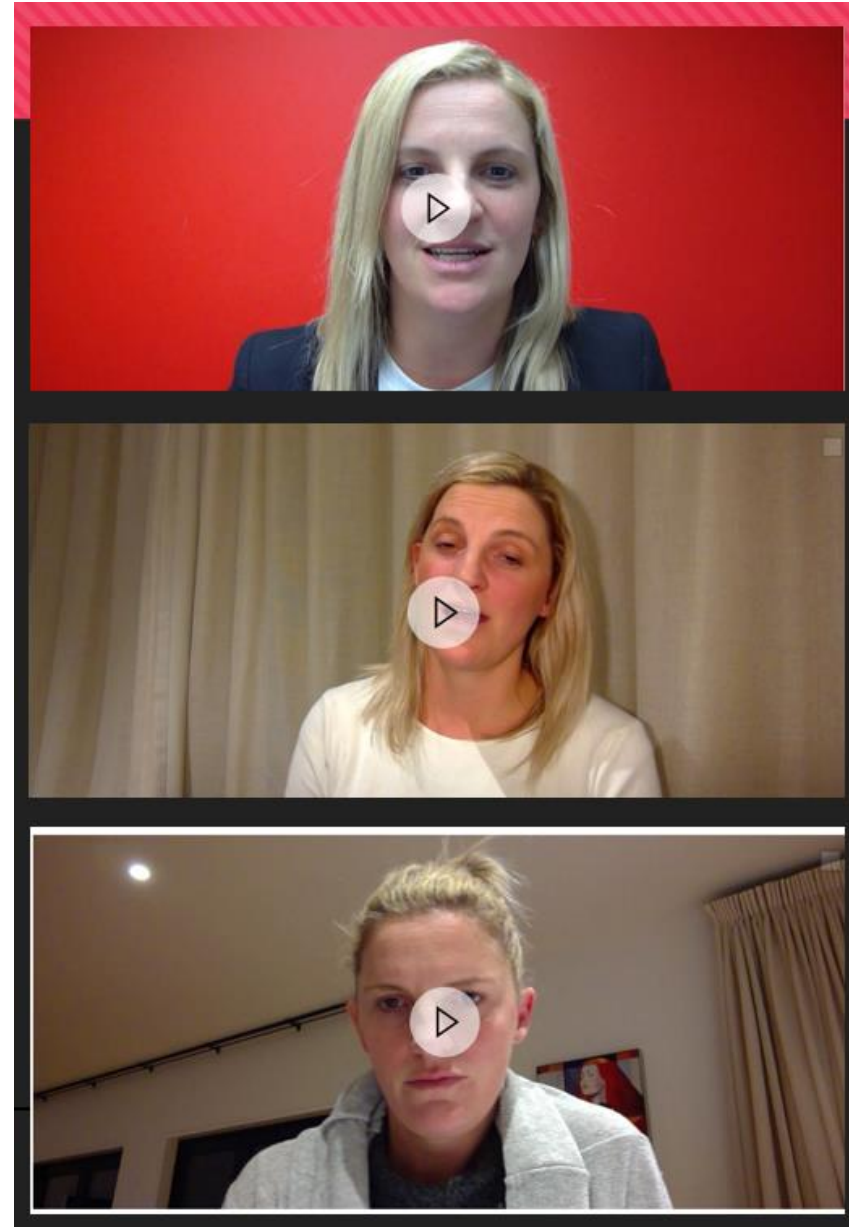
Working out loud

FIVE ELEMENTS of WORKING OUT LOUD

John Stepper



Sketchnote by: Tanmay Vora | @tnvora | QAspire.com



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Digital Culture
Ideas



Technology
& People



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