



**IRISH  
MANAGEMENT  
INSTITUTE**

# Leading In Cyber Security

Developing great leadership skills for  
performance and talent engagement

In association with:



**CYBER|IRELAND**  
IRELAND'S CYBER SECURITY CLUSTER

Supported by:



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# Overview

## Unlock the leadership skills required for the cyber security industry.

Taking the right steps now to spot potential leaders and develop existing manager skills will improve communication and enhance teamwork within your workplace, securing your organisation's leadership into the future.



### Who should attend?

High potential and mid level managers within cyber security firms or firms with a growing cyber security function.



### What are the programme objectives?

To enhance the leadership and management skills of technically excellent managers. Broaden their people skills, help them identify their leadership style and improve their communication and interpersonal abilities.



### How long is the programme?

The programme starts in January 2023 and runs for 6 days.



### What are the expected outcomes?

Enhanced leadership capabilities that translate into actionable people management skills to retain talent and improve team and business outcomes.

# Industry Leader Insights

We wanted to ensure that this programme addressed the specific needs of cyber security leadership and cultivated the mindset and skills required to lead effectively in this area. Working with Cyber Ireland, we conducted in-depth focus groups with senior cyber security leaders to identify the key challenges and opportunities in this sector.



## The Sector

- Young and rapidly growing industry.
- Increased importance for organisations to manage cyber risk.
- Need for a strong talent pipeline.



## Challenges

- Talent recruitment, onboarding and retention.
- Significant gap between technical skills and people management skills.
- Need for a clearly defined learning and career progression path.
- Better stakeholder communication inside and outside your company.



## Our Solution

This programme will equip your people managers with capabilities in positive performance management and people leadership within the context of your industry.



## Benefit to your Organisation

Team leaders and mid-level managers will become more rounded professionals, adding leadership capabilities to their technical knowledge and closing the knowing-doing gap — this will foster more engaged teams, which in turn will result in improved performance and retention.



## Build industry-specific leadership skills

In partnership with Cyber Ireland, we have identified the key skills leaders need to succeed and thrive in the cyber security sector. This programme will focus on sharpening these skills, building confidence and empowering them to take their leadership to the next level.



### Develop Strong Power Skills

Expand behavioural and thinking skills, with specific focus on emotional intelligence and interpersonal abilities.



### Adopt a Growth Mindset

Understand the importance of continuous learning to include both technical and power skills.



### Improve People Management Skills

Learn how to manage people and teams more effectively to cultivate a culture of engagement and wellbeing for strong performance and retention.



### Cultivate an Enterprise Mindset

Think bigger and understand organisational purpose and goals and the strategic positioning of cyber security now and into the future.

# Who is this programme for?

This programme is aimed at high potential and mid-level Cyber Security Managers. It focuses on broadening their leadership capabilities and equipping them with the knowledge and people management skills they need to become more confident and competent cyber security leaders.



## Programme objectives:

To broaden the focus from technical/operational leadership to people leadership, with the skills and mindset to become strong leaders in the cyber security sector.

## Participants will:

- **Gain self-awareness** of their strengths and weaknesses and their personal leadership style.
- **Sharpen thinking, behavioural and technical skills**, including emotional intelligence, thinking approaches and interpersonal abilities.
- **Cultivate a growth mindset** that incorporates continuous learning and upskilling.
- **Improve communication and interpersonal abilities** to understand, inspire and motivate people.
- **Develop strong people management skills** and learn how to manage teams effectively.
- **Adopt an enterprise mindset** and understand the strategic positioning of cyber security in organisational terms, paving the path for long term success.



# Programme Journey

Every teaching day is underpinned by an exploration of the real life challenges and dilemmas faced by cyber security professionals and their teams

DAY  
01

## ME AS A LEADER

Gain self-awareness of your management style and become a more emotionally intelligent cyber security leader. Shift your mindset from technical leadership to people leadership.

DAY  
03

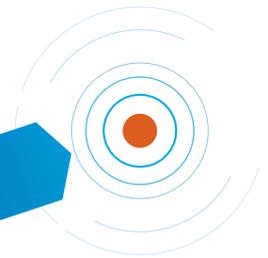
## LEADING TEAMS

Learn how to build trust, engage and motivate teams and foster a positive team culture to improve performance and increase retention. This module will address wellness and eliminating burn out.

DAY  
05

## EXPANDING HORIZONS

Adopt a broader perspective, beyond the team, to the wider organisational context and develop a future-focused view for long-term success.



## BUILDING RELATIONSHIPS

Improve ability and confidence to communicate, collaborate and influence others both within the cyber security industry and with senior external and internal stakeholders at all levels.

## LEADING PEOPLE

Learn tips, techniques and communication skills to lead others effectively, gain an understanding of individual personality types and communication preferences and learn how to manage, nurture and grow cyber security professionals.

DAY  
04

DAY  
02



# Programme Features

# 1

## Contextualised content for the cyber security industry

All programme content is embedded in the cyber security industry's context, needs and values and acknowledges the role cyber security plays as a core service to all organisations. It is supported by guest speakers from within the industry.

# 3

## Personal development plan

Each participant will be supported in creating their own **Personal Development Plan**. This will personalise their journey and enable them to frame what they learn in the context of their own experience and objectives so they can easily apply it to their own organisation.

# 5

## Peer learning circles

Connect with other cyber security leaders to strengthen relationships across the industry, building a community of practice, learning and support to raise the leadership standards across the cyber security industry.

# 2

## Expert guidance

Support and feedback from the Programme Director, who is an experienced cyber security industry professional.

# 4

## Peer group project

Build collaboration, communication and teamwork skills, through a group project that applies the learning in a practical way, working towards solutions to key challenges facing the industry. There will be a capstone review of the project to cement learnings.

# 6

## On-going progression path

Participants are encouraged to set goals for future progress and apply what they have learned in their own organisations, paving the way for on-going growth and future success.

# 7

## Real life scenarios and cases

Real scenarios such as incident management and security breaches will be explored as we delve into the challenging operating environment of these professional's success.



# Programme Team

A team of IMI senior expert associates and thought leaders will contribute to this programme ensuring that participants get the very latest insights from a diverse panel of experts within the ICT industry.



## Programme Director: Tony Moroney

Tony Moroney is in the world's top 360 Thinkers on leadership with Digital Disruption. He also directs IMI's Diploma in Digital Leadership. Tony has worked across the Cyber Security and Financial Services sector. He is a leading advisor for several Boards and C-level clients in the UK, Europe, the USA, Latin America and the Caribbean on strategy, digital transformation and leadership in a technical operating environment.



## Anna Connelly

Anna is a Chartered Organisational psychologist, who supports people leadership in their communications through story-telling, decision-making and role-modelling behaviours. Anna is also a Coach and supports teams in their aim to deliver high performance. Previously, Anna held several senior management positions in Ericsson, a global ICT service provider. Her clients span national and international entities with a particular focus on international technology.



## Dr. Jay Chopra PhD.

Jay is a former Fortune 100 executive, specialising in leadership development, teaming, innovation and culture change. Jay holds a PhD in science. As an organisational development consultant he has worked in 20+ countries. Previously, Jay served on the Innovation Leadership Team for Pfizer Global Supply in New York. Jay is one of only a handful of master certified Whole Brain® facilitators globally.



## Kevin Quigley

Kevin specialises in leadership practice and leading change. He is IMI's Programme Director for our Leadership in Technology programme. Prior to joining IMI's faculty, Kevin spent a career working as a European Director of Learning at Intel and leading Organisational Development at General Electric. His experience in identifying and supporting the career pathway of high potentials is significant. He has a particular focus on team development.

# Programme Partners



## Cyber Ireland

Cyber Ireland brings together Industry, Academia and Government to represent the needs of the Cyber Security Ecosystem in Ireland. They aim to enhance the Innovation, Growth and Competitiveness of the companies and organisations which are part of the cluster and position Ireland as a world-class leader in cyber security practices, solutions and investment opportunities.

## IT@Cork Skillnet

As a funding partner IT@Cork Skillnet help companies organise and fund innovative technology upskilling programmes that unlock talent and enable business growth.



### Programme Duration

4 Modules / 6 Days

### Start Date

The programme will commence in **January 2023**.

### Programme Fees

Unsubsidised Fee for peer group of 4 people managers:  
**€10,000** per company

Subsidised Fee (IT@Cork Skillnet) for 4 people managers:  
**€7,500** (25% funding)

### Further Information

For further information about the Programme, please contact:

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