

## Cybersecurity Consulting vs Internal Training

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Considering the specialization of the business in management services, we at Rigdon Financial Consulting (RFC) already understand and appreciate the caliber of our personnel. Based on a lengthy list of personality traits (*638 Primary Personality Traits*, n.d., *Character Traits List*, n.d.) we would choose the following as standout traits since we prefer to choose employees who are interested in the cybersecurity and risk management career path and open to a new and challenging role in the company:

- Curious
- Willing

Further, the traits that most suit the job would be someone candid, serious, responsible, practical, questioning, thorough, articulate, insightful, logical, methodical, and organized. Per (*Successful Risk Managers Have These 5 Attributes*, n.d.), “a successful risk manager should possess risk awareness, risk analysis and data analytical skills, be flexible and proactive, and a strong communicator. The combination of these abilities enhances their role in the identification and management of risk through appropriate mitigation strategies that protect the company’s interests.”

Additionally, per (*Traits of successful Risk Management professionals*, n.d.) the following are identified as critical traits of successful risk management professionals:

- Interpersonal
- Systems Analysis/Process Oriented
- Coordination
- Complex Problem Solving/Proactive
- Negotiation

Adding to this list of attributes, the following skills (Caldas, 2016) are considered “must have” for successful risk managers:

- Financial acumen
- Analytical and an eye for detail
- Industry and market knowledge
- Ability to work under stress
- Technical, negotiation, influence
- Good communication and presentation
- Academic credentials in risk
- Strategic thinking
- Endurance to regulation
- Networking ability

Using these lists of traits and skills as a guide, what is the best path forward for RFC? We will initially be looking for volunteers who are interested in cybersecurity and whose natural traits and skillsets most align with a cybersecurity risk management role. Since our expertise in financial management services overlaps with risk management in the general case, RFC must fill in the gaps and provide the necessary training to bolster skills and competency of the selected employees chosen for new

cybersecurity roles as they relate to managing risk in that context. Therefore, we recommend RFC moves the business forward by executing the following four steps:

Step1: Upskill all employees with the following training:

Training	Type	Location	Timeframe	Costs	Rationale	Further Information
ESET	Cyber Security Awareness	Online	Oct, 2023	~\$250 per 10 employees	All need to have a better awareness	<a href="https://www.eset.com/us/business/cybertraining/#compare">https://www.eset.com/us/business/cybertraining/#compare</a>

Step2: Upskill selected employees with the following specialized training and certification:

Description	Type	Location	Timeframe	Costs	Rationale	Further Information
NICCS	Train	Online	Oct-Nov, 2023	Free	Fundamentals	<a href="https://fedvte.usalearning.gov/public_fedvte.php">https://fedvte.usalearning.gov/public_fedvte.php</a>
Learning Tree	Train	Virtual	Dec, 2023	\$2990 per person	Instructor Led  One on one coaching	<a href="https://www.learningtree.com/courses/security-risk-assessment-training-course/">https://www.learningtree.com/courses/security-risk-assessment-training-course/</a>
CRISC	Cert	Online	Jan-Apr, 2024	\$895 per person	Most Prestigious	<a href="https://www.isaca.org/credentialing/crisc">https://www.isaca.org/credentialing/crisc</a>

Step3: Build a Risk Management Process (*How To Build A Risk Management Process from the Ground Up*, n.d.) that includes:

1. Identifying Potential Risks – Understand what can harm RFC.
2. Analyze Our Risks – Likelihood, Impact to RFC.
3. Evaluate Our Risks – What can RFC do with each risk?
4. Implement a Plan – How does RFC put a plan into action?
5. Monitor Results – How does RFC make continuous improvement as an organization?

Step4: Scale our Risk Management Process – Using our internal learning as a model, we will extend cybersecurity risk management services to other clients and grow the business in a new sector. RFC will be rebranded to Rigdon Financial and Security Consulting or RFSC.

## References:

- 638 *Primary Personality Traits* (n.d.). mit.edu. <https://ideonomy.mit.edu/essays/traits.html>
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- Character Traits List* (n.d.). chompingatthelit.com. <https://www.chompingatthelit.com/character-traits-list/>
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