PERSONAL INVITATION to 31st

swiss**ciso**summit
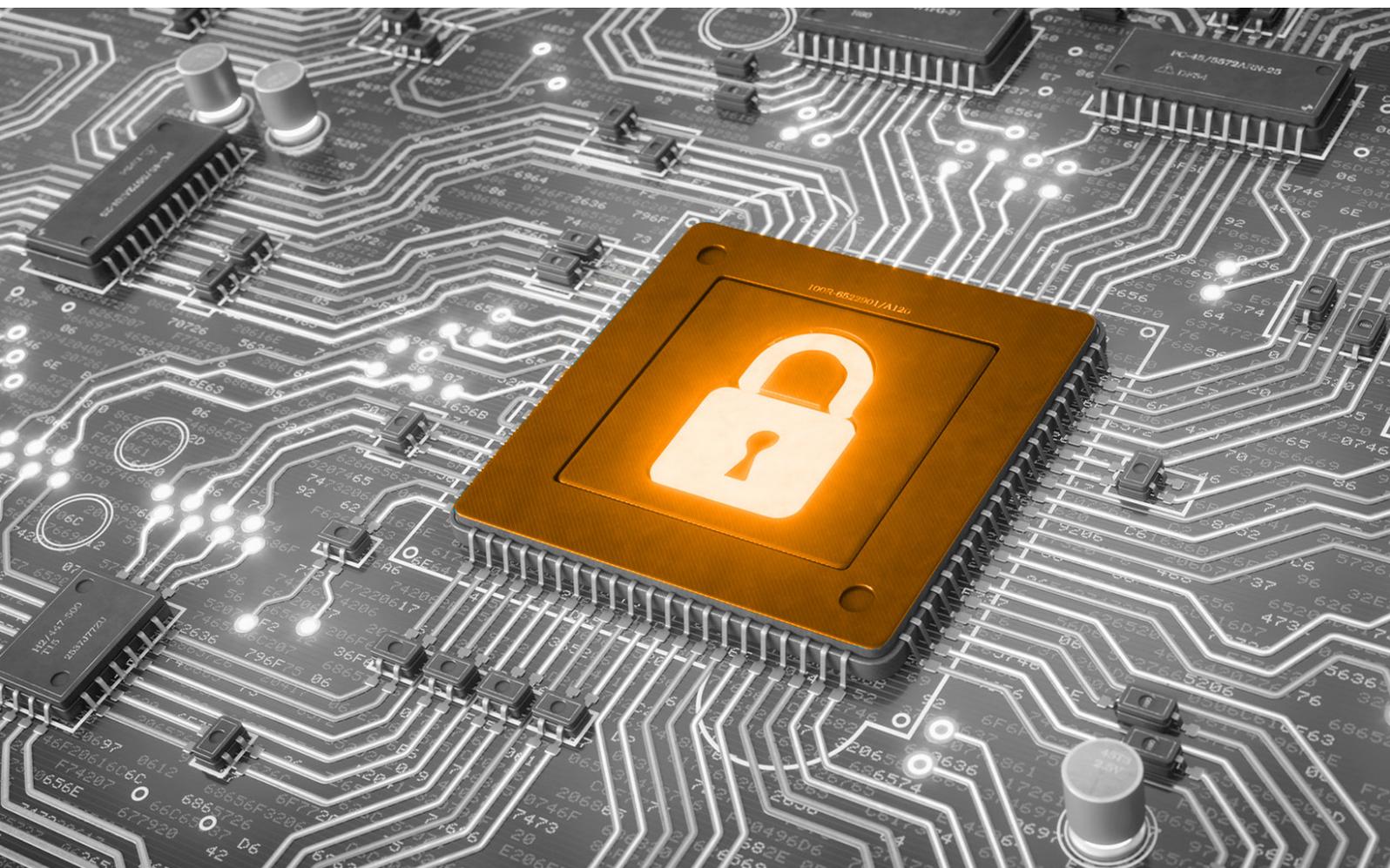
High-performance team and leadership: What can security learn from, and how can it be implemented and tested?

14th May 2024, Zunfthaus zur Schmiden, Zurich
(upon requests, virtual participation will be organized)

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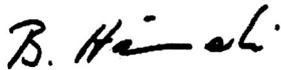Platinum   Gold   Silver

Contents

1 Introduction

Dear CISO,

You are kindly invited to the 31st Swiss CISO Summit – a series of moderated round-table discussions for sharing information security practices and strategies among senior professionals.

Please be informed that we have only a limited number of places. Therefore we kindly ask you to confirm your attendance as soon as possible.

Prof. Dr. Bernhard M. Hämmerli

High-performance team and leadership:
What can security learn from, and how can it be implemented and tested?

Date	14th May 2024
Time	12:00 Lunch and 13:00 Summit starts / approx. 19:00 Summit ends
Location	Zunfthaus zur Schmiden Marktgasse 20, 8001 Zurich, Switzerland Please get in touch with Prof. Dr. Hämmerli for virtual participation.
Keynote 1	**How can we build high-performance teams and ensure their successful development through exceptional leadership?** **Peter Kosel,** Founder & Talent Community Manager cyberunity, Former Board Member Sensirion
Keynote 2	**High-Performance Teams in Cybersecurity – Our Experience at Swiss Post** **Marcel Zumbühl,** Group CISO Swiss Post and Board Director terreActive and Hacknowledge, and **Davy Claude,** Head of Security Champions Swiss Post
Key Benefits	• Experience industry best practices in the Swiss market • Participate actively in moderated high-level peer exchange • Understand drivers for security, gain competence and experience in discussing strategic issues • Design, develop and manage effective information security strategies for your own organisation • Receive an exclusive consolidated end of summit report detailing all the major themes discussed for re-use in your organization

Join the Swiss CISO Summit and benefit from the peer exchange!

Summary 2

High-performance team and leadership:
What can security learn from, and how can it be implemented and tested?

The idea of high-performance teams is in the heads of many leaders. Security functions always strive to improve the overall security posture under resource pressure, so reviewing and adapting those concepts for Security teams is worthwhile.

There are also commonalities in the definitions:

- The classical understanding of a **Performing Team is an above-proportional strong impact**; each team member's power is optimally used. It is important also to note the difference between a team and a group. The team is assumed to have a strong supporting link among its members, superior to a group, just a collection of individuals. *(PWC, https://www.pwc.ch/de/ insights/disclose/27/high-performing-teams.html)*

- **A high-performing team consistently meets or exceeds defined expectations** — and can set goals, make decisions, communicate, manage conflict, and solve problems effectively in a supportive and trusting atmosphere (Murray, 2012; Dyer et al., 2007). Success is measured by the results achieved by the team as a whole rather than by the individual performance of the team members. I cannot simply compile a team of individual "high performers" and expect this team to achieve top performance automatically. (Detecon, www.detecon.com/en/journal/ pathway-high-performing-team)

Against this background, many recommendations are made for building high-performance teams in general, e.g.,

- PWC's five components: Trust, Clear role definition, reliability, meaning of team, and winning spirit;
- Detecon's components: 1. Value, goals, and assignment; 2. skills and roles; 3. Living and breathing communication, 4. Psychological safety, 5. Establish a growth mindset, and 6. The role of managers;

- me-company nine steps: Unified vision, Cross-functional thinking, Accepted principles and values in collaboration, Fault tolerance and psychological security, Continuous improvement, Self-organization, Transparency, Providing time and room for development, and knowledge of partners and other stakeholder groups. (www.me-company.de/magazin/ high-performance-teams).

In this summit, we want to discuss how to create high-performing teams to expand and apply the range of patterns we have in CISO core teams. However, the knowledge alone is insufficient for information security because the CISO office can form teams. Still, they have to work with and depend on many other teams and stakeholders, which limits the impact of the CISO core team.

Swiss Post shows in the second discussion round how the information security function can apply the high-performance teams' principles, with the many stakeholders and groups needing to be influenced by knowledge, attitude, and behavior. The balance between good cooperation and strong demand must be adjusted to achieve maximum effect. In the discussion, we offer a platform for sharing experiences to exchange best practices and general principles used in this situation.

3 KEYNOTE I AND ROUNDTABLE I

How can we build high-performance teams and ensure their successful development through exceptional leadership?

High-Performance Teams (HPTs) in the cybersecurity sector offer unparalleled opportunities to address and surmount the industry's most daunting challenges. As we delve into this discussion, one may wonder how exactly we construct such teams? Where do High-Performance Teams find their most effective applications, and how do they distinguish themselves from other group constructs? Moreover, the choice of organizational design appears pivotal for nurturing HPTs, but what specific frameworks align best with their unique culture? Without a doubt, leadership plays a fundamental role in transforming average teams into high-performing powerhouses. But what kind of leadership is required? We will explore the essential components and strategies for developing HPTs, including the leadership styles and organizational designs that facilitate their growth and ensure their success.

Peter Kosel has worked internationally as a "MATCHMAKER" for over 20 years. Since September 2020, he has taken this passion to new heights with his startup cyberunity – a cyber security expert hub and career community, which, in addition to forward-looking talent acquisition, is primarily concerned with cyber-security awareness and emotional intelligence.

Peter's relevant experience for this presentation results from the development of 3 startups and his time at Sensiron AG, where he was a board member responsible for Employer Branding & Recruiting. His focus is to place the right person in the right position and build teams that perform better than the collection of individual skills. This needs strong alignment with the vision and mission of the team and the exceptional will to support each other beyond the rational arguments on egoistic tendencies.

KEYNOTE II AND ROUNDTABLE II

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High-Performance Teams in Cybersecurity – Our Experience at Swiss Post

The keynote speakers will share the story of creating high-performance security teams, particularly the security champions' community of practice. We will delve into crafting a robust security culture within DevOps teams by leveraging various strategies and partnerships. Furthermore, we will explore empowering DevOps through collaborative efforts with Bug Bounty Programs for rapid vulnerability resolution and Security operations addressing zero-day threats efficiently. Additionally, we'll discuss the significance of fostering inclusivity and diversity among collaborators to stimulate innovation and enhance performance.

Our conversation will extend to the importance of a learning culture, including how it impacts organizational dynamics. We'll emphasize the necessity of allocating time and training for DevOps teams to sharpen their security skills and boost confidence, thereby fortifying security resilience over time. Remember, recognizing the human element is an essential part of the solution.

Our goal is to give you as take away various approaches to build a resilient security culture in your organization. Key takeaways

- Diversity is a key ingredient for high-performance teams. We need a balanced mix of gender, experience, and skills to form robust and performing teams. Reach out to include non-tech people who can cross into cybersecurity.

- Psychological safety fosters a blame-free climate, allowing for mistakes, learning, and speaking about vulnerabilities. Push away microaggressions and other hindrances that block people's performance.

- Create a unified vision and strategy – Cybersecurity is about purpose and forward thinking. Explore the vision of your team and have all participate in shaping the security strategy of the organization.

Marcel Zumbühl, works for Swiss Post as Chief Information Security Officer (CISO), has been a member of the IT Board since August 2018, and is responsible for the information security in the Group. Furthermore, he is on the terreActive and Hacknowledge SA Board of Directors. The 52-year-old holds a master's degree in computer science with a minor in business administration. After studying at the University of Berne, he worked in Switzerland and abroad for various companies such as Accenture, Swisscom, and Credit Suisse. Marcel lectures at ETH Zurich and HSLU on risk communication and CISO issues and is Co-President of the Information Security Society Switzerland (ISSS).

Davy Claude, has been a dedicated member of Swisspost since 2013, initially serving as a software engineer before advancing into the role of Security Solution Architect in Application Security. In 2022, Davy assumed the leadership of the Security Champions, where he empowers and guides others in enhancing the organization's security posture. Additionally, Davy serves as a coach in threat modeling, leveraging his expertise to enhance security practices across the organization.

Information 5

What is the Swiss CISO Summit?

The Swiss CISO Summit facilitates the exchange of current security challenges and opportunities between security executives, managers, and thought leaders in Switzerland. Each summit addresses a current hot topic. The strategic dialog and the subsequent discussions are inspired by a keynote speech from well-recognised national and international speakers. The moderated and guided discussions in groups of 8-10 members share views, experiences and strategies. An excerpt of the discussions will be written down in the result paper for the participants.

Participation is by invitation only.

Why should I join the Swiss CISO Summit?

The Swiss CISO Summit has a unique concept of creating trusted circles amongst executives, managers and thought leaders. Meeting peers in an advanced business location, having time to network amongst each other and to touch current issues which are unique opportunities for sharing experiences, and for receiving advice far beyond the discussion at the table.

- Extensive networking opportunities with peers and experts on an ongoing basis
- Meet with other leading executives to share successes, failures, obstacles, and challenges
- Learn about current strategies on managing security threats and to prepare for the future
- Make new connections and equip yourself with information on recent projects and achievements

How Swiss CISO Summit maintains confidentiality?

The Swiss CISO Summit is provided as a closed-door event (please contact Bernhard Hämmerli for participation). This exclusive CISO Executive programme is created for information security and risk executives providing them with an environment for achieving new ways of thinking and ensuring success in protecting their organisations.

The summits are held strictly under the Chatham House Rules which is the ruleset to treat the shared information with full discretion, and for providing secrecy against non-group persons.

What makes the difference?

The Swiss CISO Summit has many and diverse benefits for the invited experts. The participants are the focal point of the summit and the meeting is not intended for providers to present solutions or products. Sales are strictly prohibited to the good of an open and free CISO information exchange.

What is the history behind the Swiss CISO Summit?

The Swiss CISO Summit has been run successfully since 2001 under the name «Risk and Security Exchange» and from 2004 – 2009 when it was known as „Swiss Security Exchange". Then with the financial turmoil the summit came to a halt. From 2009 onwards, the same successful format was adopted in Norway where it ran under the name „Sikkerhetstoppmøte". All this experience gained by Prof. Dr. Hämmerli is put into the organisation of the Swiss CISO Summit.

5 Information

Who prepares and facilitates the Swiss CISO summit?

An organising committee under the lead of Prof. Dr. Bernhard M. Hämmerli is responsible for the invitation, preparation and guidance of the discussions. He is an internationally well recognised expert with 25 years of experience in information security in governments, industry and academia. He led the Cyber Security activities of the Swiss Academy of Engineering Sciences SATW from 2012 – 2017.

Prof. Dr. Hämmerli is a founding member of the Information Security Society Switzerland and he built up the first Information Security master programme in Lucerne in 1996, respectively 1999, and since 2017 he is head of the new BSc Information & Cyber Security at Hochschule Luzern/Informatik. Additionally, he teaches at the Norwegian University of Science and Technology Norway www.ntnu.no, in the technology and management track of the Information Security master programme.

Prof. Dr. Hämmerli is supported by Katarzyna Kuhn for administrative purposes.

Agenda (generalised)

12:00	Start with a small lunch
12:45	Networking Session
13:15	Welcome and introduction
13.30	Keynote from experts or members
14:00	Roundtable session I
15:00	Exchange between the groups and wrap-up of roundtable I
15:10	Break
15:40	Keynote from experts or members
16:10	Roundtable session II
17:05	Exchange between the groups and wrap-up of the roundtable II
17:15	Summary note
17:30	Cocktail and aperitif
19:00	End

The meeting is held three times per year.

Registration 6

Join Swiss CISO Summit

Participation is by invitation only. We accept proposals for new participants. The number of participants is limited to 40 per summit in order to maintain an atmosphere of trustful information sharing.

Single summit   CHF   450.- per participant
Three summits   CHF 1'000.- per participant (25 % discount for booking three consecutive summits – not three participants at the 31st summit)

Cancellation Policy

Cancellations of registrations are free of charge only if received no later than seven days before the summit. Cancellations received beyond this point will incur 100 % of the admission fee. In any case a delegate may be sent at no additional cost. More information is found at www.ciso-summit.ch. Content responsibility for the summits lies with Prof. Dr. Bernhard M. Hämmerli.

> Register by just replying to the invitation email with all your details or by following these steps:
> Step 1: Fill out & save the form
> Step 2: Select Send button > email opens (info@ciso-summit.ch)
> Step 3: Attach the PDF file

Registration

Register by just replying to the invitation email with all your details – or by filling out this form and mailing it to info@ciso-summit.ch.

Three consecutive summits for CHF 1'000.—
3 Summits, Summit 31 (14.05. 2024), 32 (22.10.2024), 33 (28.01.2025)

31st Swiss CISO Summit
14.05.2024: CHF 450.– for all forms of participation

First Name _____   Surname _____

Organisation _____

Street / No. _____   ZIP / City _____

Phone _____   Email _____

Signature _____   *Date* _____

7 Sponsorships & Partner

Platinum Sponsor	Detecon

Detecon Consulting is one of the world's leading management consulting companies for integrated management and technology consultancy. Detecon (Schweiz) AG is located in Zurich and bundles Financial Management as well as ICT Management competences among its roughly 150 employees. The main focus lies on the requirements of CFOs and CIOs in nearly all industry sectors.Globally, more than 6000 projects have been implemented successfully. The international spirit and the openness are reflected not only in the number and origin of our clients from over 160 countries but also in our employees that are recruited from 30 different nations.

Gold Sponsor	PricewaterhouseCoopers

At PwC, our purpose is to build trust in society and solve important problems. PwC looks at cyber security as one of the biggest challenges to solve in today's times and provides a full stack of cyber security consulting services. PwC's Cyber security practice comprises deep information security, forensic technology, business and technology resilience, Cybercrime response, technology risk and controls, project and program management and operations specialists to help clients address Cyber risks through the whole lifecycle from strategy to execution and operations.

Silver Sponsor	SWITCH FOUNDATION

The foundation "SWITCH" was founded in 1987 under private law by the Swiss Confederation and the university cantons and is an integral part of the Swiss-academic community. Based on our core competencies network, security and identity management, SWITCH offers collaboratively developed ICT solutions that empower users in and beyond the academic world to achieve leading edge results in a globally competitive environment. SWITCH's Computer Emergency Response Team (SWITCH-CERT) is one of the most experienced CERT and besides the government CERT MELANI, one of two National CERTs in Switzerland.

Silver Sponsor	Armed Forces Command Support Organisation (AFCSO) Führungsunterstützungsbasis (FUB)

With its services in ICT and electronic operations, the Armed Forces Command Support Organisation (AFCSO) ensures that the armed forces can accomplish their missions. It guarantees the command and control of the armed forces under all conditions.

Silver Sponsor	SWISS POST

Swiss Post is part of the critical infrastructure of Switzerland. On top of its logistics and transport services, Swiss Post offers a variety of digitalized services in other industries ao. electronic voting, eHealth and secure eMail. The ICT department holds certificates on ISO 27001, 22031 and 20000. Information Security is an integral part of all activities of Swiss Post Group. As a first mover in the Paris Call for Security and Trust in Cyberspace, Swiss Post Group fosters expertise sharing on security in trusted environments both nationally and internationally.

Sponsorships & Partner

7

Silver Sponsor	HSLU

Lucerne School of Computer Science and Information Technology provides most comprehensive range of IT study programs within Switzerland. The Lucerne School of Computer Science and Information Technology offers bachelor's and master's degree programs, applied research and development, and continuing education programs in Computer Science, Information Technology and Business Information Technology. Newly developed (past 5 years) and innovative study programs are: Information & Cyber Security, Artificial Intelligence and Machine Learning, Digital Ideation, and International IT Management.

Silver Sponsor	Palo Alto

Palo Alto Networks, the global cybersecurity leader, is shaping the cloud-centric future with technology that is transforming the way people and organizations operate. Our mission is to be the cybersecurity partner of choice, protecting our digital way of life. We help address the world's greatest security challenges with continuous innovation that seizes the latest breakthroughs in artificial intelligence, analytics, automation, and orchestration. By delivering an integrated platform and empowering a growing ecosystem of partners, we are at the forefront of protecting tens of thousands of organizations across clouds, networks, and mobile devices. Our vision is a world where each day is safer and more secure than the one before. For more information, visit www.paloaltonetworks.com.

Partner	SATW

SATW is recognized as the Swiss organization for the communication of independent, objective, and comprehensive information about trends in technology – as a basis for the forming of well-founded opinions – and as an effective institution for the promotion of engineering sciences and new technologies in Switzerland. SATW identifies technological developments of relevance to industry and informs politicians and society about the significance and consequences of such developments.

swiss**ciso**summit

More information is found at www.ciso–summit.ch

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