Recruit & Retain Your Workforce

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Situation

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The league

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The plan

• Step 1 - Recruit
  • Identify them
  • Find them
  • Convince them to join

• Step 2 – Retain
  • Understand them
  • Motivate them to stay

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Your team

• Who do you want to be on your team?
  • What are their skills?
• How do you find them?
Your team

- Who do you want to be on your team?
  - What is their background?
- How do you find them?

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• Who do you want to be on your team?
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• How do you find them?

Agile, Adaptive Thinking
Your team

• Who do you want to be on your team?
• How do you find them?
  • Where to look?
  • How to assess?

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Cyber CTF

• (noun) a competition in which players race to answer security-related challenges, often searching for digital “flags” hidden on servers, in encrypted text, or in applications
Your team

• Who do you want to be on your team?
• How do you find them?
  • Where to look?
  • How to assess?

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MCM/ICM

• (noun) a multi-day mathematics competition held annually in USA. It challenges teams of students to clarify, analyze, and propose solutions to open-ended problems. It is designed to develop and advance interdisciplinary problem-solving skills as well as competence in written communication.
Your team

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  • Where to look?
  • How to assess?

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Moneyball it

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Retain the team

• Understand their motivation to stay
• Understand their motivation to leave

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Retain the team

• Understand their motivation to stay
  • Security
  • Identity
  • Stimulation

• Understand their motivation to leave
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Challenge

• Know what you are looking for
• Go to where they are
• Understand them in order to retain
  • Feed them
  • Let them rest
  • Reward them
“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.”

Charles Darwin, Author of The Origin of Species