



ASIS Working Groups

Women in Security

A Greeting from our ChairWoman

Welcome to our Q2 Newsletter. There is so much to report on our progress since our initial Newsletter in March. We are happy to report that WIS will be represented at the

September ASIS 59TH Annual Seminar in Chicago, with our round table session on Wednesday September 25th. This panel roundtable will be moderated by Howard Belford. We invite you to join us for the roundtable and directly afterwards for a Networking Reception sponsored exclusively by Wal-Mart. Please join us and connect with your peers for a special hour of networking!

The week of July 22nd, will be Local Chapter WIS Awareness Week where we will profile the local events being held at each Chapter. We encourage all of our WIS members to support this event and contact Loye Manning, our Global Liaison with your event information @ Loye.Manning@sprint.com

Women in Security Working Group Members

Chairman

Lisa Dolan, CPP

Vice-Chairman

Gail Essen, PSP

Secretary

Jean Kristensen

Advisory Members

Marene Allison

Linda Harmon

Alliance

Sabina Anderberg

Annual Seminar/ Programming

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Members: Lynda Buel, CPP, CFE, CSC

Dorene Coldwell

Certification Liaison

Chair: Dawn Gregory, CPP

Communications/ Social Media

Chair: Natalie Runyon, CPP

Members: Christina Duffy, CPP

Cynthia Hetherington, CFE

Global Chapter Liaison

Chair: Loye Manning, CPP, PSP, CSPM

Member: Shelley Sjerven

Membership

Chair: Mike Lehner

Newsletter

Chair: Elisa Mula

Member: Sandra Davies

Angel Ross, CPP

Olesya Abramenko

Security Management

Chair: Kathy Lavinder

Member: Bridget Truxillo

Session Reviewer

Chair: Barbara Phillips, CPP

Some of us had the opportunity to meet our fellow Working Group members for the first time at the NYC security show at the Jacob Javits center. We took this opportunity to meet for dinner on May 7th as well as a breakfast meeting on May 8th. Some of our members came from as far away as Canada! A great time was had by all. We uploaded a photo from our dinner on LinkedIn and here in our Newsletter. Our breakfast meeting was hosted by Thomas Reuters thanks to Natalie Runyon. I want to thank everyone who was able to attend the dinner and the breakfast meeting. Gail and I look forward to meeting the rest of our Working Group members in Chicago.

Our membership has increased and we continue to receive requests for membership here and abroad. We have been moving forward with our goals and exceeding most of them and incorporating new ones as we grow. Thank you to all of our committee leads and members who without your hard work and effort, WIS would not be able to continue to reach for the stars!



Respectfully,
Lisa J. Dolan, CPP
Chair

WIS Launches Mentoring Program

By Gail Essen, PSP

We are excited to announce the roll-out of the ASIS Mentoring Program that was developed through the Leadership & Management Practices Council (LMPC). Chaired by David Gibbs and his co-chairs Bonnie Michelman and Mark Lex, the program was successfully launched in ten U.S. chapters. In a collaborative effort, the Women In Security Working Group will start the program in July, under the leadership of our newly formed Mentoring Program Committee. Barbara Phillips chairs the committee. The program will be broadcasted to our 2800+ LinkedIn members and up to ten pairs of mentors and protégées will begin their yearlong journey in 2013. We appreciate the development efforts of the LMPC so we can provide this valuable service to our members. If you are interested in joining the Mentoring Program Committee, please contact Barbara at wis-mentoring@asis-capital.org.



Women In Security: Revolution or Evolution?

By Olesya Abramenko

The topic of women in the security profession is not widely discussed in Russia. The reason for this is primarily historical. The origin of the commercial security business in the country, which only began to develop in the early 1990s, is rooted firmly in the military and intelligence services. Even today most security professionals have a background in the so-called “power ministries” (military, intelligence and law enforcement), which continue to be dominated by men. Moreover, when security is defined solely as the physical protection of a business’ assets and people, the role is usually

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perceived to be a male profession, especially in Russia, where women are still openly referred to

as the weaker sex.

However, in the past 7-10 years the security role in Russia has evolved. According to a 2011 report by the Russian Chapter of the ACFE, *Study of Business Security Risks in Russian Companies*, commercial corruption, financial fraud and threats to information security top the list of the risks facing companies. The mitigation of these risks requires a different approach than in the past and today's security professionals must understand the types and nature of fraud and how to conduct fraud investigations. The desired knowledge for the role now goes beyond physical protection methods to include an understanding of business, local and international legislation, IT infrastructure, HR, budgeting, and when speaking of financial institutions – knowledge of finance and accounting. And in the case of the security manager or director, the person must have excellent organizational and leadership skills. Generally speaking, it is almost impossible to find someone that can demonstrate expertise in all the desired areas. Thus today there are more and more security managers with varied backgrounds, including in law, IT, economics and even psychology and teaching.

This evolution of the security role has opened the door to women (as well as men) with specialties in one or more of the new areas, as well as offering opportunities for career development. My own experience highlights another aspect – the greatest security successes I have been a part of were based on teamwork and strong leadership. It did not matter whether the team leader was male or female, as long as the person was a true leader – by this I mean giving proper guidance, leading by example, listening to the team members, understanding their needs and providing for the proper training. In this way both males and females can succeed in the primary goal of the security function: to protect the business.

LEADERSHIP SPOTLIGHT Shirley Taylor



Shirley Taylor is the CSO of CareFusion, a leading medical technology company based in California. Taylor leads the security organization there after a lengthy and successful career elsewhere in the private sector and the military, where she was a Captain in the Army Military Police Corps.

While the military and the commercial world are quite different, Taylor said she actually found there are more similarities than differences. Taylor reflected, "I focused on the similarities and I leveraged the comprehensive leadership training and skills that I acquired in the military. The military leadership skills translated well to the corporate sector and sometimes set me apart from my colleagues who didn't have a military background. I would attribute my leadership skills, professional business acumen, and my strong work ethic to my underlying success in both the military and private sector."

In her current role with CareFusion Taylor brings a focus on the business side and a commitment to working across departments. "I ensure that my team and I are immersed in the business and we are seen as a business partner because we continually want to add value to the operations of the business. We partner as Security Advisors to our IT, Real Estate, Mergers and Acquisitions, Facilities, Risk Management, Legal and HR colleagues. I'm a member of the Computer Emergency Response Team, Business Continuity Team and Human Resources Leadership and the Emergency Response Team. Most importantly, I make it a point to keep my direct supervisor, the executive vice president of Human Resources, informed of any security concerns."



The Investigations of a Review Officer

By Bridget Truxillo

For the past several months I have been working as Investigative Counsel for Dennis Walsh, the court-appointed Monitor, or Review Officer, of the Carpenter's Union, the largest construction union in the county. The topic of independent monitors has been a hot topic in New York City recently, with the potential of NYPD possibly being assigned an independent monitor as a result of the litigation stemming from their "stop and frisk" policies. The New Orleans Police Department (NOPD) is also facing the possibility of being assigned an independent monitor. All of this discussion about monitors may lead some to wonder about the role of an independent monitor, or what some courts call a Review Officer.

What, you may ask, is the purpose of a Review Officer? Mr. Walsh has been involved in the monitor-ship of the Carpenter's Union for almost 20 years. Through my work with the Mr. Walsh, it has become clear that it is all about the systems. There must be systems in place that are not dependent on a particular person or personality. The systems that form the basis of operations must be clearly written and available to all that come through the doors. There must be accountability, employee training and procedures for communicating with the employees. Accomplishing this is not a "one-man" job. The Review Officer for the Carpenter's Union has put together of team of investigators and investigative counsel to assist in accomplishing the task. Through their hard work and commitment they will hopefully establish a system that will allow the Union to function on it's own, without oversight.

My work as Investigative Counsel with the Carpenter's Union has opened my eyes to the amount of authority wielded by, and available to, a Review Officer, the cost associated with such a person and for this type of program, and the daunting task facing that person at the onset. The average citizen may not realize that the cost of a Review Officer and his team is paid by the entity that is subject to the oversight. If the NYPD or the NOPD is assigned a court appointed monitor, the team of investigators that get the job will review every system at the police department, it will be an assignment that will last many, many months, and it will cost several thousands of the taxpayers dollars.

Leadership Spotlight on Shirley Taylor continued

Taylor keeps in mind this motto as she moves through her day - Preparation meets Opportunity. She added, "Every position that I have held in security, in the military and the private sector, has aligned me to be technically competent and comfortable in my current role...I encourage my security team and others to always thrive in their current security roles, be subject matter experts and volunteer for stretch opportunities that will enhance their security and business skills."



By Kathy Lavinder

WIS Meetings in Manhattan



On May 7-8, 2013, the ASIS Women in Security (WIS) Working Group met in New York City to discuss the upcoming WIS Local Chapter Awareness Week starting on July 22nd and the Ask-A-Mentor Series. Dinner on the 7th was followed by a breakfast meeting on the 8th near the ASIS 23rd New York City Security Conference and Expo, where the conversation focused on sharing WIS best practices with Chapter Liaisons, announcing local events on WIS social network sites and the WIS Roundtable Session at the 59th Annual Seminar and Exhibits in Chicago, Illinois.



By Christina Duffy

In other WIS business, membership on LinkedIn has increased 15% since last year. In addition, we are currently creating alliances with several other security industry organizations in order to expand our dialogue on mentoring and networking of female security professionals.

Mindset Traits of Successful MWBE's

By Jean Kristensen



Do you ever wonder why some MWBEs are thriving while others struggle? While there is certainly not one recipe for success, what I am finding is that the most successful MWBEs seem to have one thing in common - it's their mindset. Here are the top ten traits:

- **Focused:** they are not trying to be all things to all people; they have a specific purpose, business model, goals and standards. They don't involve themselves in projects that are not in alignment with their goals.
- **Self Confidence;** they have a strong sense of self, purpose the type of confidence that comes from self-awareness, self-assessment, self-care and a continuing effort to be the best they can be.
- **Aware of Weaknesses;** they have identified common issues that stop business owners from moving forward (self-doubt, procrastination, negative thoughts, self-sabotage) and have taken steps to address it.
- **Authenticity:** they distinguish themselves by "being real", adding value, sharing information and creating relationships. They are known for honesty, integrity and people tend to trust them.
- **Surrounds themselves with the Right People;** they have a strong support system that includes like-minded individuals, business owners and referral sources, making their resources seem endless.
- **They Listen:** they are actively engaged when others speak; seeking understanding as opposed to "waiting for their turn to talk".
- **They Don't Trash Talk or Complain;** they have good and bad days like everyone else, but you won't hear them carrying on about situations or other people. They move on.
- **They Invest in Themselves:** they have mentors, they take classes, attend workshops, participate in training programs, read and are always looking to enhance and sharpen their core competencies.

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- **They Follow Their Inner Guidance:** they are tuned into their inner guidance, gut feeling and inner voice and have learned to trust it. They don't second guess themselves.
- **They Leave Their Ego's At the Door:** they know and understand that how they treat people will have a drastic impact on their ability to achieve their purpose. Everyone around them feels valued and respected whether they are the CEO of a company or the person who is serving them coffee.

ANNOUNCEMENTS & EVENTS

- Follow ASISWIS on Twitter: @ASISWomeninSec
- Week of July 22nd: Local Chapter WIS Awareness Week
- The first NYC WIS Chapter meeting will be held on July 24th 8:00 AM at Thomson Reuters, Three Times Square and will discuss the new ASIS Mentoring Program



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