

Abstract – Panel Discussion 1

Thursday, May 1 | 9:30 – 9:55 AM

Optimizing Cybersecurity Teams: Strategies for Hiring and Strengthening Organizational Culture

Led by: Jay Bhalodia, Microsoft

This 25-minute session led by Jay Bhalodia's Security Customer Success Organization at Microsoft will share insights and strategies that have proven effective in hiring the best talent and fostering a robust organizational culture.

This session will delve into the methodologies that have significantly enhanced our team's effectiveness and cohesion. A key area of focus will be our approach to hiring and growth, which emphasize strengthening our team by addressing gaps in expertise and organizational cultural fit.

We'll discuss how our strategy evolved including:

- Partnering with recruiting teams to make requisitions flexible.
- Implementing panel interviews for broader, comprehensive perspectives.
- Establishing culture as a critical vector for review, ensuring a holistic evaluation.
- Utilizing industry events to enhance team culture and network strength.

We'll share how these initiatives contributed to accelerated business success and increased confidence in new hires' ability to execute meaningful opportunities.

Joining the session will be key contributors from our team at Microsoft:

- Jay Bhalodia, the organizational leader.
- Blossom Baker and Paul Navarro, who were instrumental in implementing the hiring process changes.
- Paul Navarro and Elisha Angeles, who played pivotal roles in leveraging events to benefit our workforce.

This session promises to deliver valuable insights and practical solutions for enhancing the effectiveness and culture of cybersecurity teams. Don't miss this opportunity to learn from our experiences and apply these strategies to your own hiring and team-building processes.