

## CatapultCISO

### Business Intelligence for Managing People Risk



### What is People Risk?

People - a business's most important resource - are also the business's greatest source of risk. To be both secure and effective the business must be aware of the qualities and attributes - of individuals and teams - so that they might better understand how to create a culture which minimises people-risk. This is all the more challenging where employees are distributed and where supervision may be challenging. [CPNI Insider-Data-Collection-Study - April 2013 - [link](#)]



### Why is it especially important to the CISO?

The Chief Information Security Office (CISO) has an essential role to play in setting the 'tone' of a business that leads to the 'right' culture for the security of the operating environment. It has long been evident that it is non-technical or 'soft' skills that distinguish strong leaders, essential for those with key responsibility for business security assurance.

As CISOs are now responding to increasing external risks and a more demanding regulatory requirement, this is leading to greater operating complexity that needs to be fully understood and managed internally. Fulfilling regulatory compliance and employing up-to-date technology take a business only so far towards protecting against the range of risks it faces. Decision-making, problem-solving, communication, team-management - including recruiting and retaining the right people (whilst engendering trust within the business) - are each essential in defining the successful and effective CISO.

### What is CatapultCISO?

CatapultCISO is a strategic, internal business intelligence tool-set and suite of performance improvement services specifically designed to support the CISO to operate effectively at Board level whilst managing key people risks. CatapultCISO is efficient, rapidly delivered, accurate, reliable, affordable and un-gameable with products and performance solutions targeted to the uniqueness of each organisation, team and/or individual..

It is underpinned by Axiometric profiling, developed from the value science (axiology) work of Nobel-nominated Dr Robert S. Hartman. It enables us to identify the internal valuing system and associated thinking patterns that influence our attitudes, decisions and consequent actions; it determines *why* we do what we do.

After more than 40 years of development, Axiometrics™ scientists have refined Hartman's mathematical modelling to measure real-life variables with a remarkable accuracy and precision.

Axiometric profiling is now widely used to measure and assess qualities and risk attributes of individuals, teams and organisations across the world. It is seen as complementary to other approaches used in human resource management such as those delivered by psychologists, anthropologists and neuro-scientists.

## What does CatapultCISO do for you?

Decision-making quality is the key differentiator between successful and unsuccessful businesses - CatapultCISO enables executives to fully understand their team's capacity to make good choices.

Sound problem-solving is a critical skill for all levels in an organisation - CatapultCISO aids company employees in understanding - and improving - their individual problem-solving capabilities and supports managers in recognising strengths and vulnerabilities in the team.

Communication is essential in ensuring that the right messages are shared with clients, potential customers and internal stakeholders. It is additionally vital in delivering the CEO's vision across the business. CatapultCISO identifies communications styles and learning biases across the organisation which enables tailored messages that stick.

CatapultCISO's recruiting and on-boarding tools deliver a rich human-capital picture of permanent and temporary employees and interns that keeps high-risk candidates outside the business and measures role/environment/team suitability to optimise the people-dimension of an organisation.

## How is CatapultCISO delivered?

Tailorable to a business's unique operating environment, CatapultCISO is based on a simple, 20-minute, on-line statement-ordering exercise undertaken by designated staff. It is non-invasive, ethically robust and demonstrably reliable. The profiling methodology:

- Identifies how we make sense of our experiences and, consequently, how we are likely to behave
- Makes no attempt to classify or categorise individuals
- Is based on a single Universal Norm – and emphatically not one 'created' to validate a result
- Does not discriminate for age, gender, creed or culture and is validated by the EEOC in the US
- Is able to predict future performance based on current attributes relative to a defined environment
- Cannot be 'gamed'

Outputs from the online Axiometrics assessment are presented in a range of reports and are used as a foundation for one-to-one feedback, team dynamic workshops, coaching and learning need analysis – all delivered by qualified and experienced Axiometrics™ analysts, coaches and facilitators.

## What value is added by CatapultCISO?

CatapultCISO services ensure that the CISO can more simply and cost effectively:

- Understand personal strengths and vulnerabilities as a senior leader
- Enhance personal leadership and communication styles
- Develop key leadership skills
- Develop trusted teams and individuals to get the best out of them
- Retain the right talent
- Promote the right talent
- Identify gaps in capability
- Improve individual and team decision-making
- Improve the team ability to get the job done
- Ensure the team ability to handle a crisis
- Understand individual propensity for 'risky' behaviour
- Mitigate the risks of insider threat within business critical teams

## What does CatapultCISO cost?

Pricing is based on a simple cost per user model and can be easily tailored to your particular business scenario. Report charges can be supported by a simple fees model for consultancy resource to support you along the way.

## Why Catapult Solutions Ltd?

A specialist with expertise and experience in helping organisations create the Right Culture by ensuring they have the Right Values, Right People and Right Risk.

## Contact Us



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