

Consider these things when designing  
your **CISO organization**



Do you really need that  
many people? Is it too  
many?

# Got it, but how many people should it be?

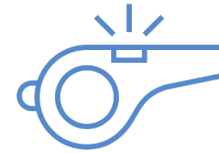
→ Well, first, let's consider...

# Staffing Levels – Considerations



## Direct Reports

Consider the structure and managerial skills. New managers generally can handle 3-4 direct reports. Mature leaders manage managers



## Training & Connectivity

Islands sink. Consider pods for collaboration along with training needs.



## Back-up and Coverage

If you create a “function” make sure there is adequate backup and appropriate coverage for the volume and scope (operations, regions, vacations)



## Growth & Scale

Repeatable, scalable means process and consistency more than headcount. Regionalize as the company does.

# How many people depends on where you're starting...

Is there a team?

How are they organized?

How are they doing?

What do we need?

Success in org structure depends more on the growth than on the size.

Success in organizational alignment depends more on the **rate of growth** than on the size.