

# The Ripple Effect

Building a Diverse Security Research Team

*Oryan De Paz*

*Omer Yair*

# Symantec buys Israeli cybersecurity co Javelin Networks



A-

A+

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Javelin develops protection for an Active Directory (AD) package of services tools used to manage organizational networks.

Symantec  
cyber  
Network



Industry News

November 6, 2018

Share



# Symantec acquires Javelin Networks to thwart growing number of Active Directory-based attacks

Symantec acquired Javelin Networks, a company that offers software technology to defend enterprises against Active Directory-based attacks.

Microsoft Active Directory (AD) services have become a popular target for attackers, who use AD reconnaissance to discover the users, servers and computers in an enterprise network and then move laterally across the network using this information to carry out multi-stage attacks.

Javelin o  
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Microsoft  
attackers,  
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Javelin o  
(AD) pac  
organiza

# סימנטק רוכשת את Javelin הישראלית בעשרות מיליוני דולרים

הילה חיימוביץ 05.11.2018 3 תגובות סטארטאפ והון סיכון

צייץ שיתף

Javelin Networks מסייעת בהגנה על ה-Active Directory, מסד נתונים רגיש שמשמש כ-90% מהארגונים



רק לנו חסר כאן משהו? מקור: Javelin Networks



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network

# סימנטק רוכשת את Javelin הישראלית בעשרות מיליוני דולרים

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מיליוני דולרים

סטארטאפ והון סיכון

3 תגובות

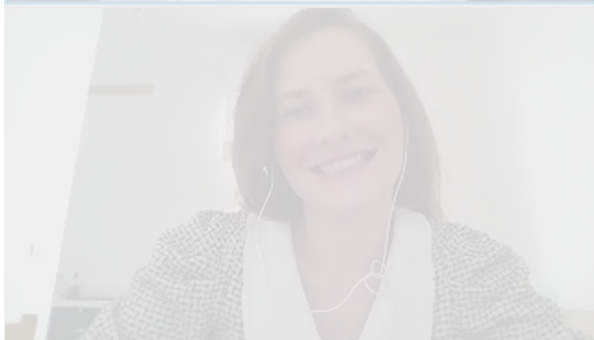
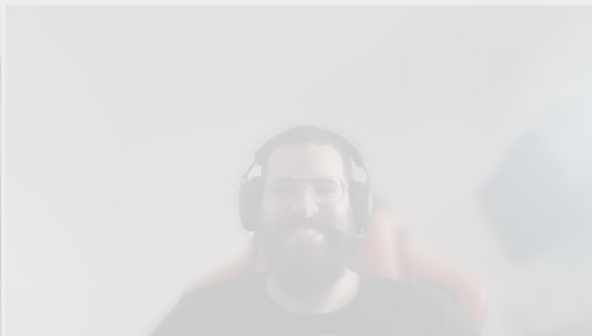
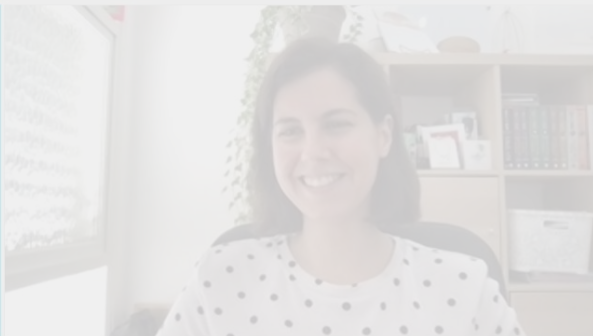
05.11.2018 הילה חיימוביץ

# What is Missing here?

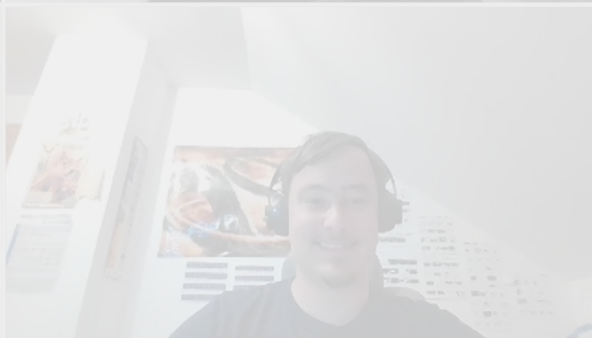
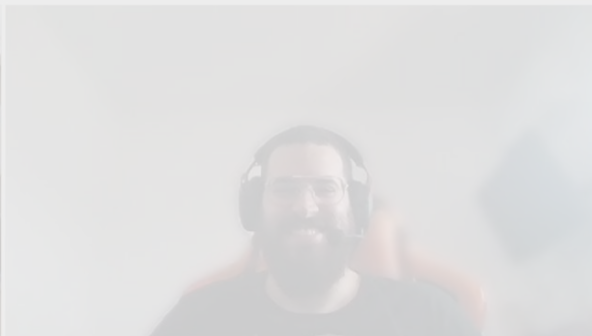
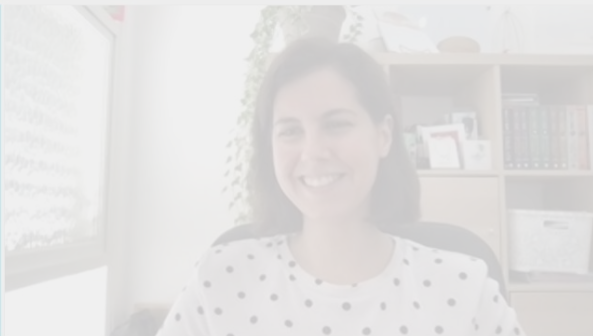
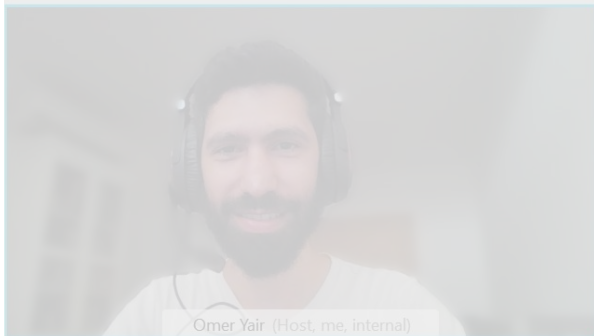


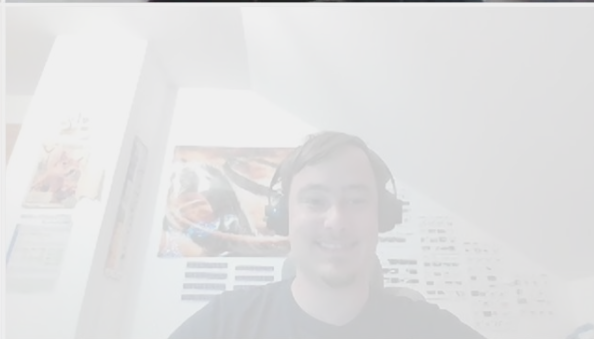
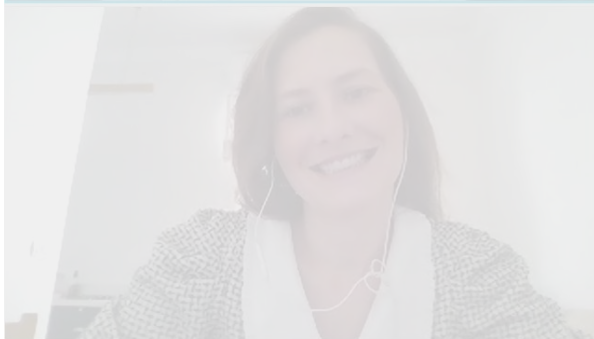
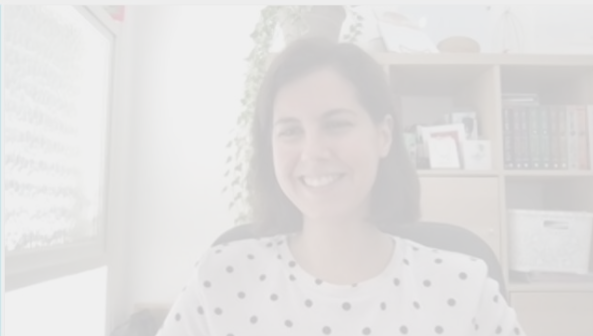
רק לנו חסר כאן משהו? מקור: Javelin Networks

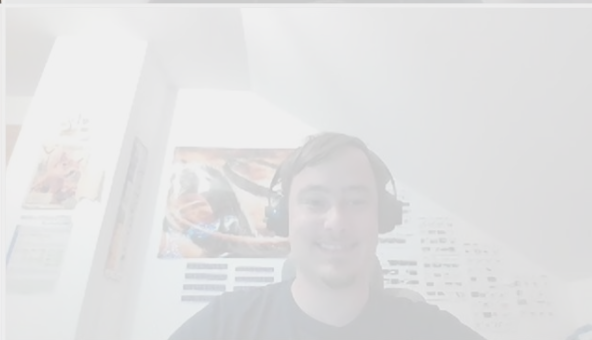
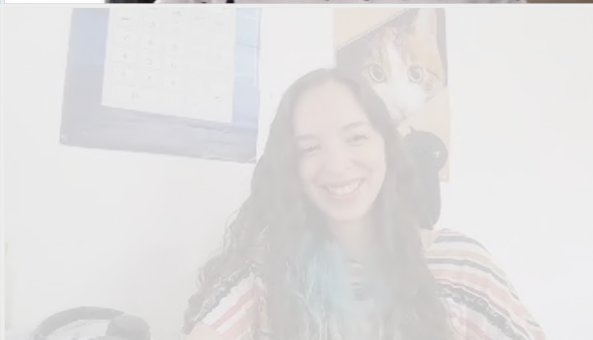
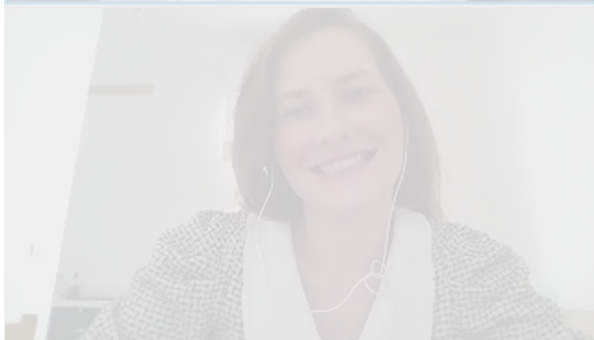
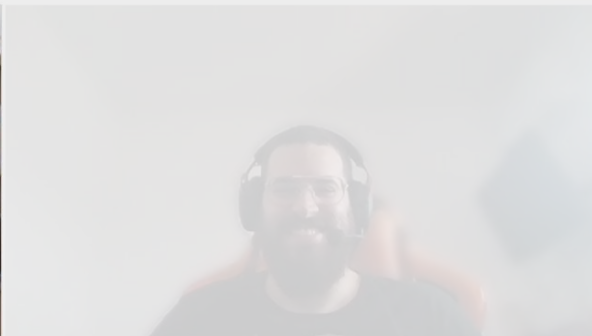


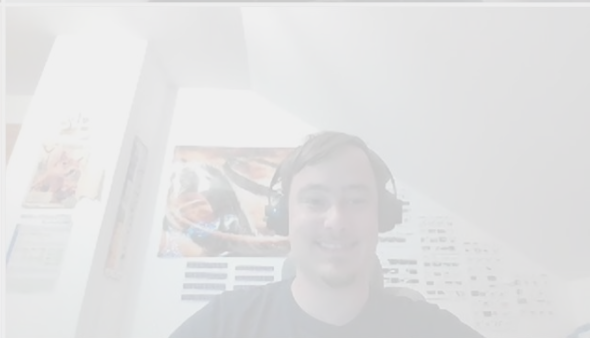
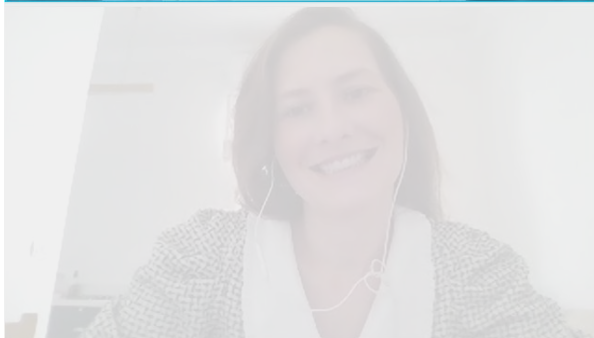
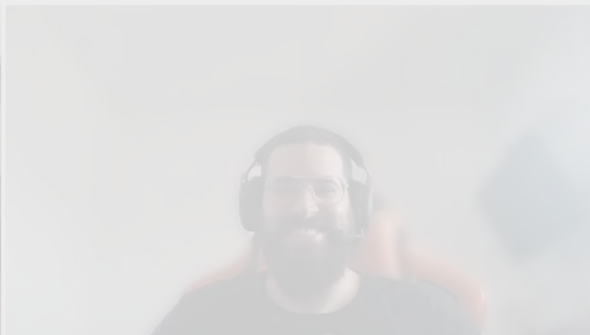
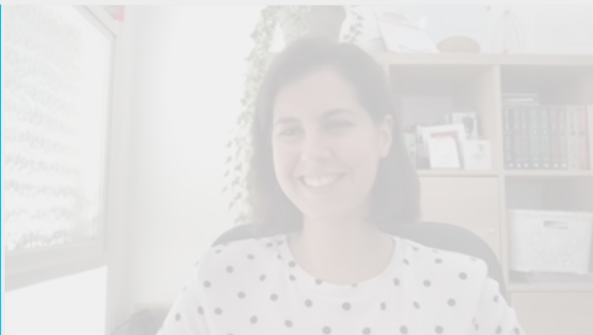












# Omer Yair

Endpoint Team Lead @ Symantec

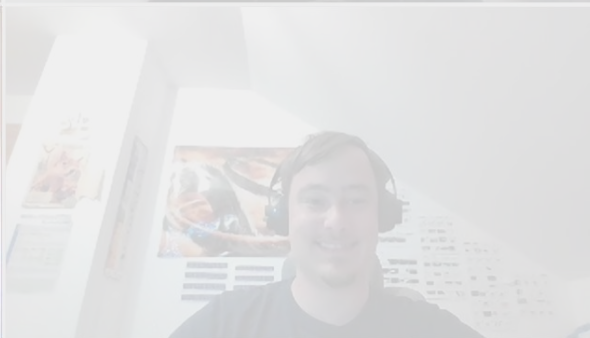
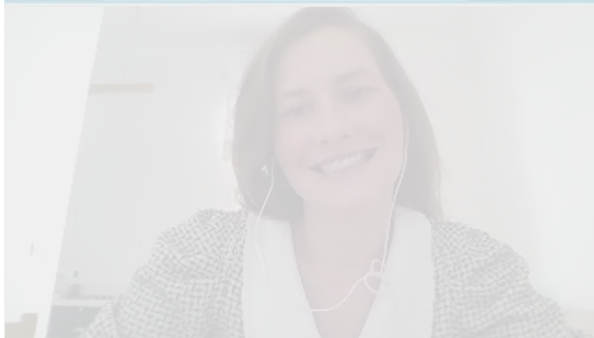
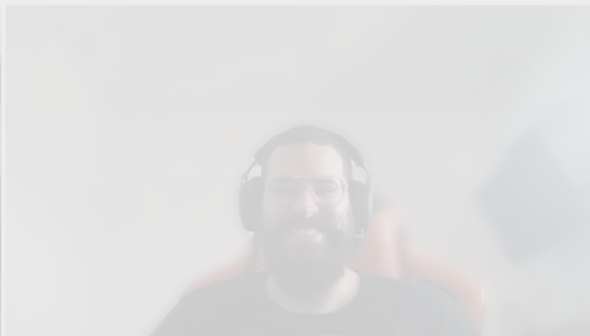
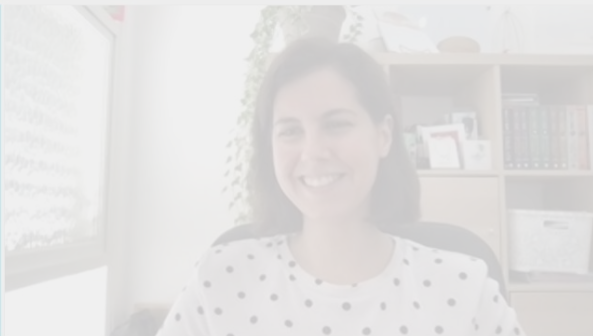
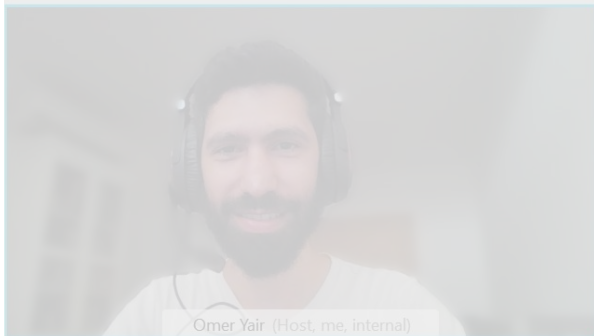
20+ Years of experience

Photography BFA

 @yair\_omer







# Oryan De Paz

Low-Level Researcher & Developer @ Symantec

Former Automation Developer

 @OryanDP



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Low-Level Researcher & Developer @ Symantec

Former Automation Developer

 @OryanDP



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Low-Level Researcher & Developer @ Symantec

Former Automation Developer

 @OryanDP



0% → 50%



Environment is the Goal  
Not 50%



“

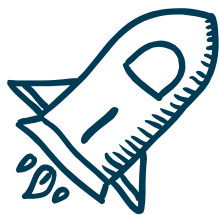
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gender equality.

Global Gender Gap Report 2020

More than 100 years

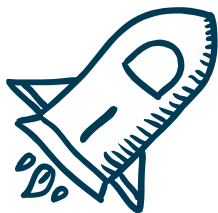


# The Ripple Effect



Faster  
Deliveries

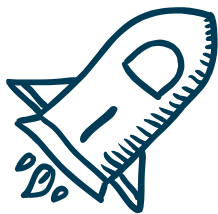




Faster  
Deliveries



Better  
Collaboration



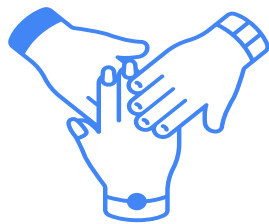
Faster  
Deliveries



Better  
Collaboration



A Better Place to  
Work At



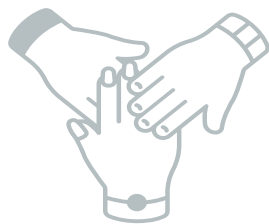
Team



Team  
Lead



Leaders



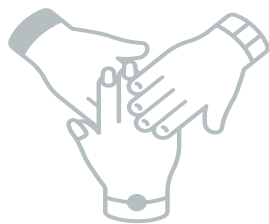
Team



Team  
Lead



Leaders



Team



Team  
Lead



Leaders





Team



Team  
Lead



Leaders



# Research & Development Team

# Team Scaling

Opportunity for a change

```
graph LR; A[Recruitment] --> B[Onboarding]; B --> C[Day to Day]; C --> D[Working Remotely];
```

Recruitment

Onboarding

Day to Day

Working  
Remotely





Team



Team  
Lead



Leaders

# Recruiting for the Long Run







Team



Team  
Lead



Leaders

# Measure Everything



Team



Team  
Lead



Leaders

# Job Description

*Moran Weber*

How to Attract More Women (and not the way you think)

<https://bit.ly/3A0Kr1b>



Team



Team  
Lead



Leaders

# Women in Tech Communities



Team



Team  
Lead



Leaders

# Contact Mentors



Team



Team  
Lead



Leaders



LinkedIn

2.5% → 50%

“

Evidence shows that women are less self-assured than men—and that to succeed, **confidence matters** as much as competence.

Katty Kay and Claire Shipman



Team



Team  
Lead



Leaders

# Happy Accident





Team



Team  
Lead



Leaders

Technical Screening  
is **Pass** / **No Pass**



Team



Team  
Lead



Leaders

# Home Assignment



Team



Team  
Lead



Leaders

# Home Assignment



Team



Team  
Lead



Leaders

Final Evaluation by *Character*



Team



Team  
Lead



Leaders

# Personality



# Being The First Prospective Woman



Team



Team  
Lead



Leaders

# ~~Meeting The Team~~







```
graph LR; A[Recruitment] --> B[Onboarding]; B --> C[Day to Day]; C --> D[Working Remotely];
```

Recruitment

Onboarding

Day to Day

Working  
Remotely

# On Job Training



Knowledge  
**Gaps** are  
**Assumed**





Knowledge  
**Gaps** are  
**Assumed**

It Is **OK** Not to  
Know Something





Knowledge  
**Gaps** are  
**Assumed**

It Is **OK** Not to  
Know Something

Freedom  
to Ask  
**Anything**





Knowledge  
**Gaps** are  
**Assumed**

It Is **OK** Not to  
Know Something

**No One**  
Will Judge You

Freedom  
to Ask  
**Anything**





Team



Team  
Lead



Leaders

# Create a Safe & Supporting Learning Environment



Team



Team  
Lead



Leaders



**Be Patient**





**Be Patient**



**Available For  
Questions**



Team



Team  
Lead



Leaders



**Be Patient**



**Available For  
Questions**



**Share Your  
Knowledge**



Team



Team  
Lead



Leaders



# Meet Team Members And Their Expertise



Team



Team  
Lead



Leaders

*First Month:*  
**Learning Only**



Team



Team  
Lead



Leaders

*First Year:*  
**Deliverables are a Bonus!**



Team



Team  
Lead



Leaders

# Stress to Deliver

Leads to

## Overworking

Leads to

## Burnout

Leads to

## Dark Side



Team



Team  
Lead



Leaders

# Allows to Prove Themselves Over **Time**



Trust



Healthy  
Environment



Work Life  
Balance





Team



Team  
Lead



Leaders

[Do Better]  
Have a Platform to Socialize  
And Interact With the Team



Recruitment

Onboarding

Day to Day

Working  
Remotely



Team



Team  
Lead



Leaders

# Assign Challenging Tasks **Evenly**



Team



Team  
Lead



Leaders

# No Competition Within The Team



Team



Team  
Lead



Leaders

# Knowledge Sharing Culture



Team



Team  
Lead



Leaders

# Knowledge Sharing Culture



Team



Team  
Lead



Leaders

# Knowledge Sharing Culture



Team



Team  
Lead



Leaders

# Knowledge Sharing Culture





Improves Self Confidence and  
Communication Skills



Team



Team  
Lead



Leaders

# Pair Programming



Team



Team  
Lead



Leaders

# Weekly Learning Hour++;



Team



Team  
Lead



Leaders

Team Members Grow  
**During** Work Hours



Team



Team  
Lead



Leaders

# Diverse Speaker Selection



Team



Team  
Lead



Leaders

# Long Leave of Absence



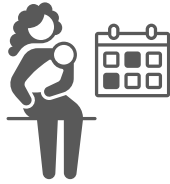
Team



Team  
Lead



Leaders



Maternity  
Leave



Bereavement



Long Vacation



Team



Team  
Lead



Leaders

# Make It a **Viable** Option





Team



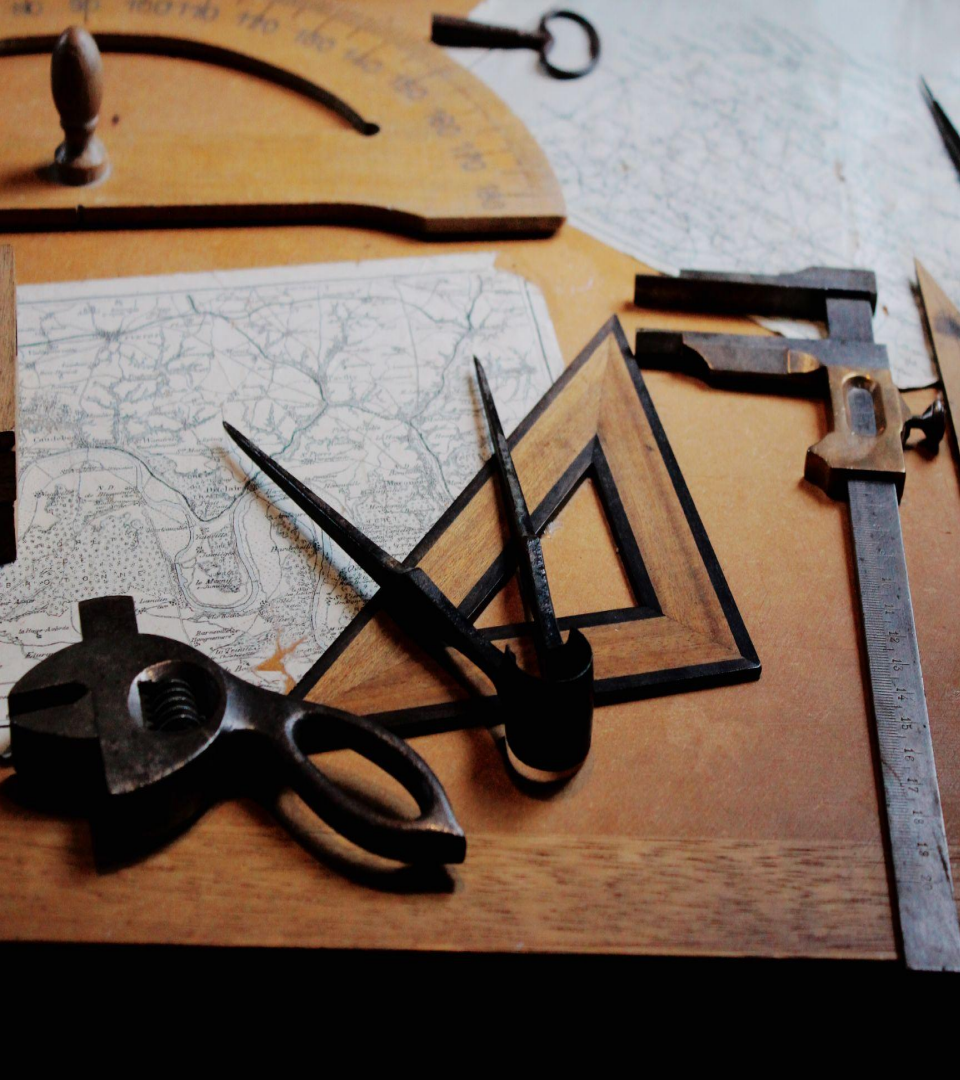
Team  
Lead



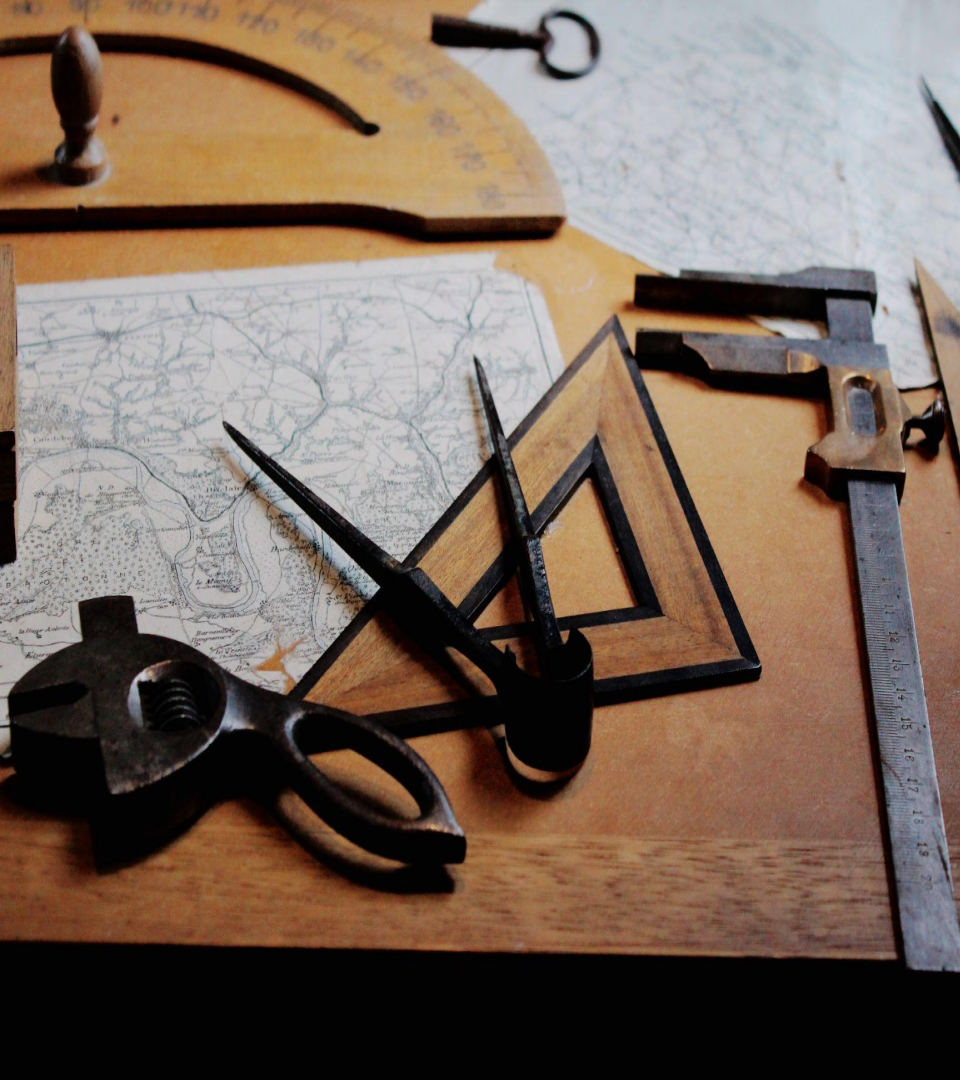
Leaders



# Work / Life Balance



# Measure Everything



# Task Importance & Complexity



# Diverse Team Has Less Burnout





Team

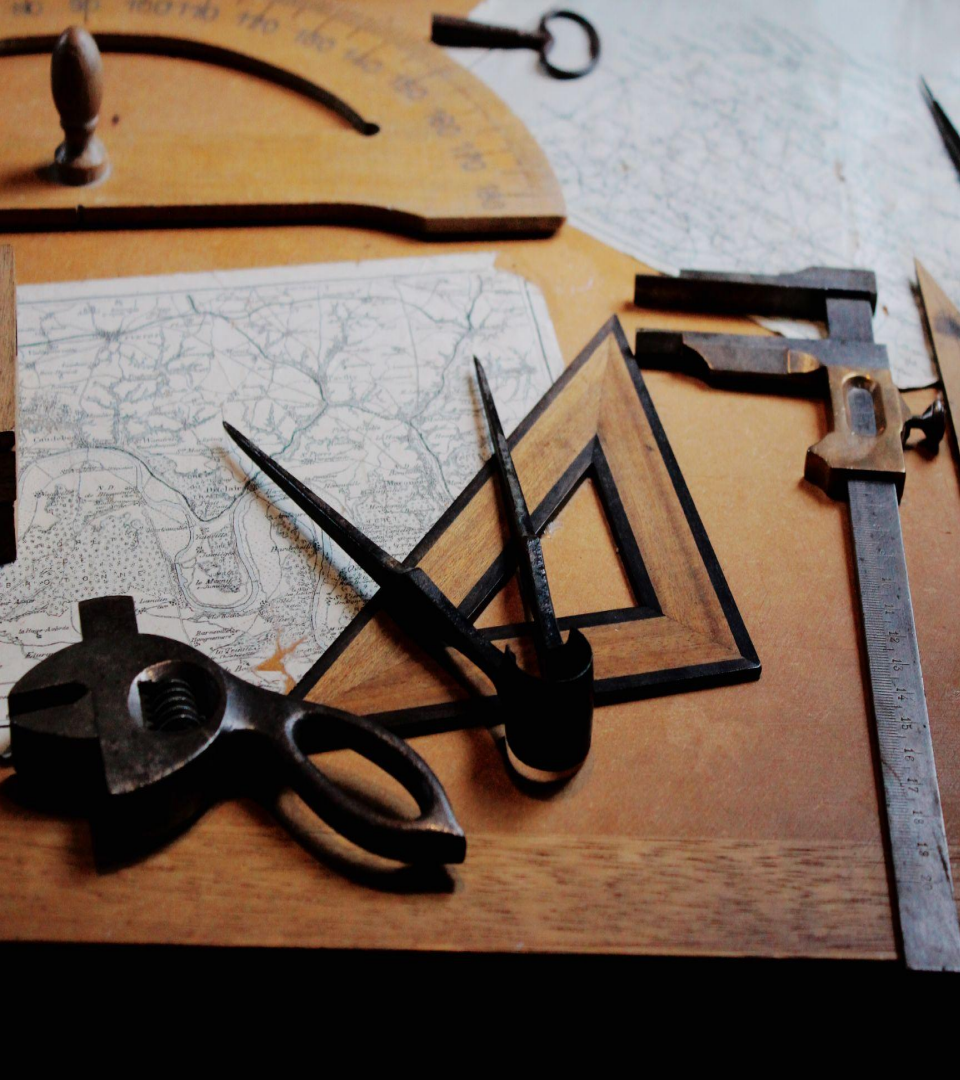


Team  
Lead



Leaders

# Pace of Progress



Team

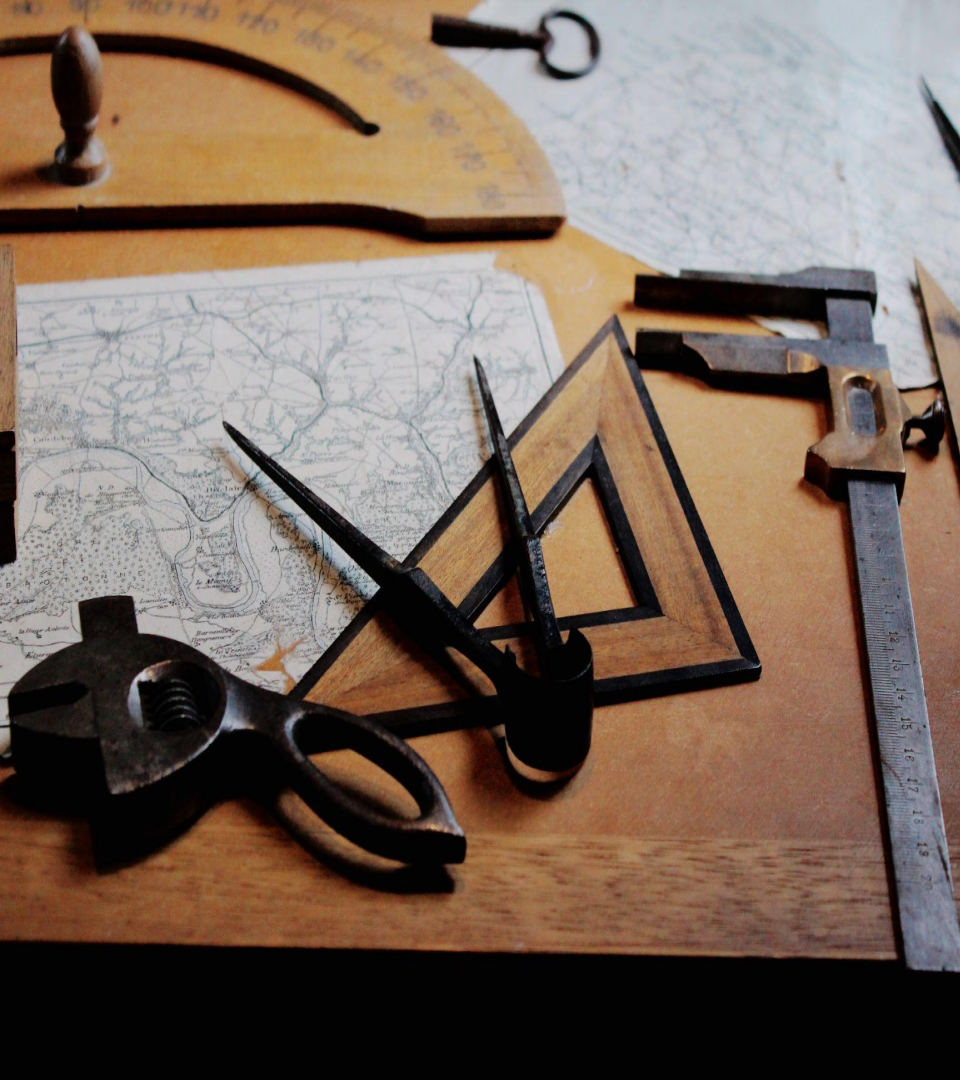


Team  
Lead



Leaders

# Compensation



Team



Team  
Lead



Leaders

# External Connections





"Manly" Advantage





Team



Team  
Lead



Leaders

# Extend Opportunity



Team



Team  
Lead



Leaders



# Growth



Team



Team  
Lead



Leaders



# Assign Tasks for Growth



# Break out of Comfort Zone



Improve Self Efficacy



```
graph LR; A[Recruitment] --> B[Onboarding]; B --> C[Day to Day]; C --> D[Working Remotely];
```

Recruitment

Onboarding

Day to Day

Working  
Remotely



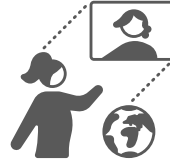
Team



Team  
Lead



Leaders



# Remote Daily Standup



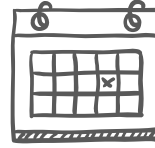
Team



Team  
Lead



Leaders



# Availability Timetable





More Productive



# [Do Better] Remote Coffee Breaks



“

Equality is neither given nor claimed,  
it is **practiced**, it is **verified**.

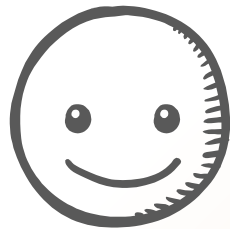
Joseph Jacotot



# Ripple Effects

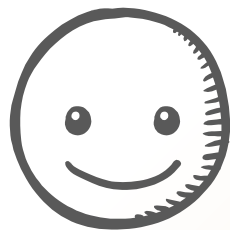


# Happy Engineers



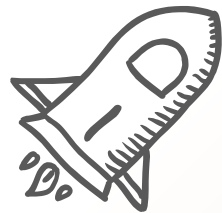


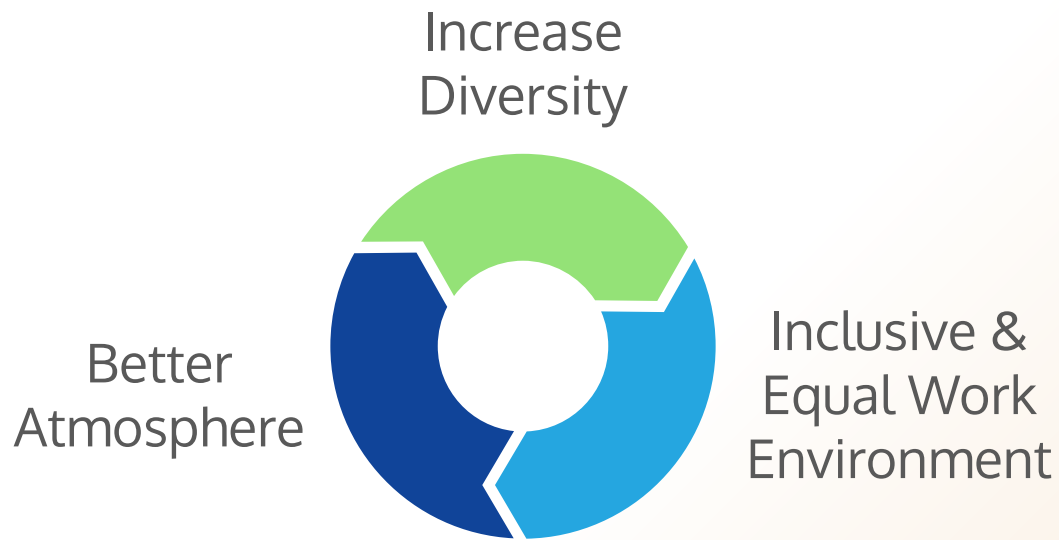
# Happy Senior Engineers





# Faster Deliveries







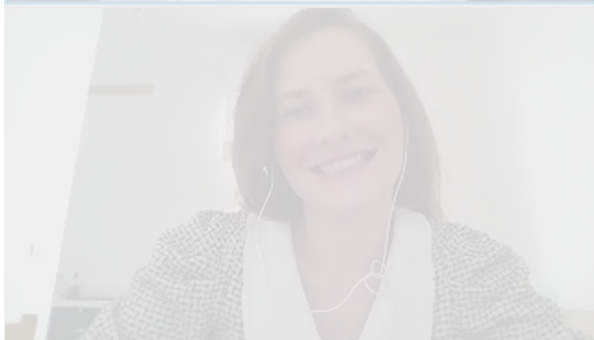
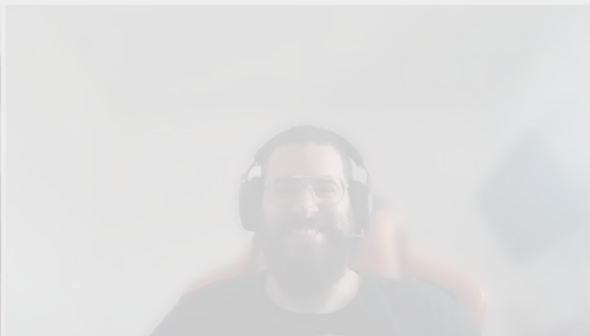
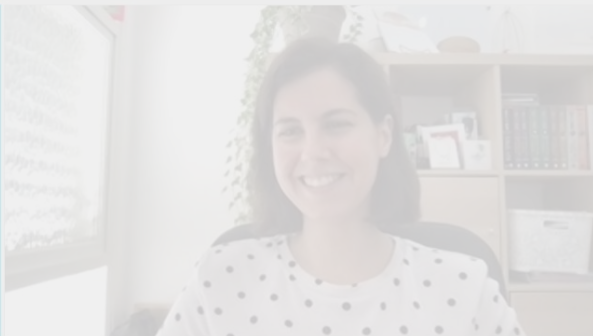


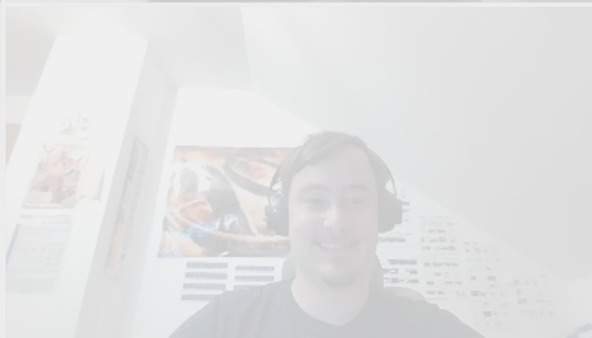
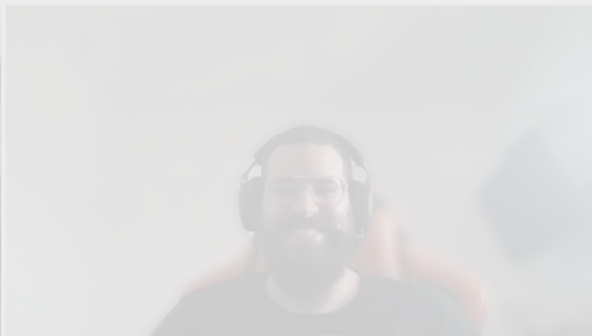
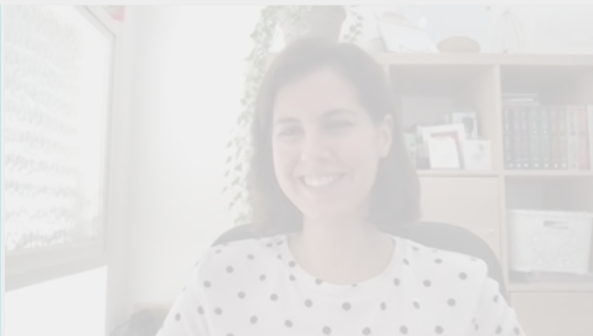
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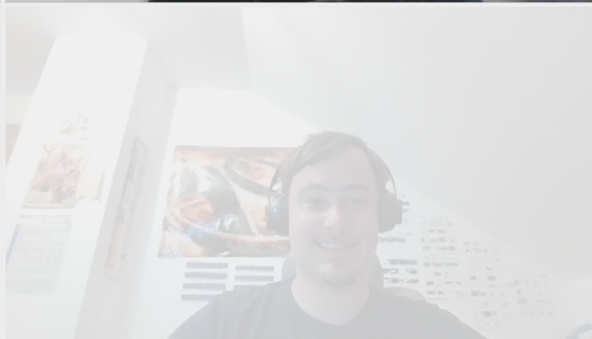
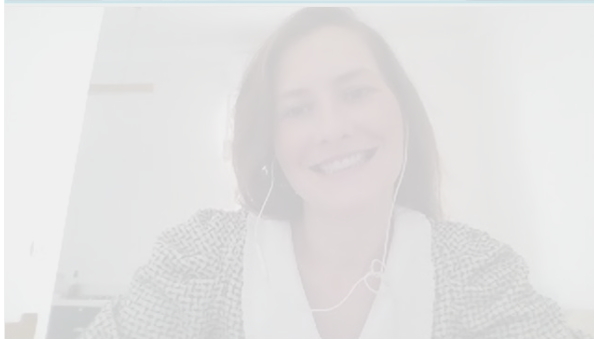
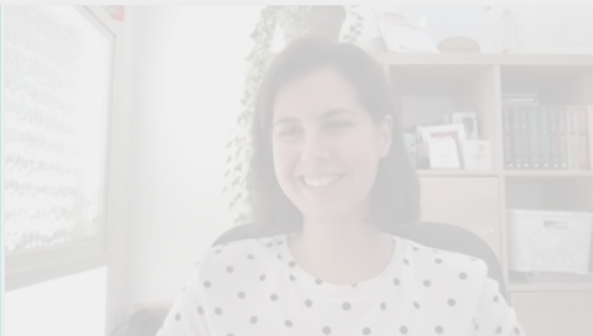
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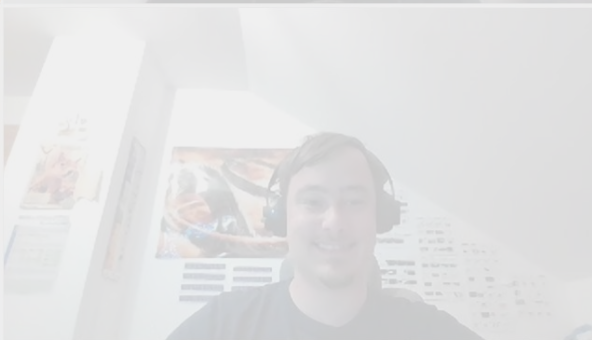
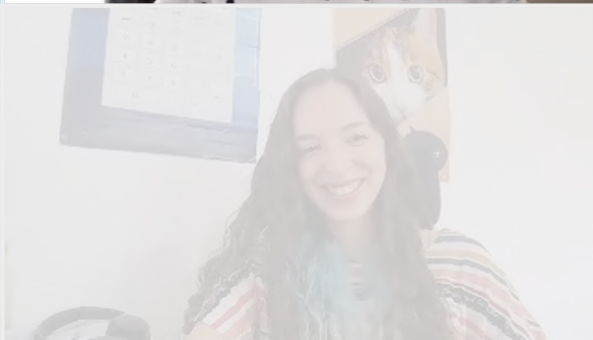
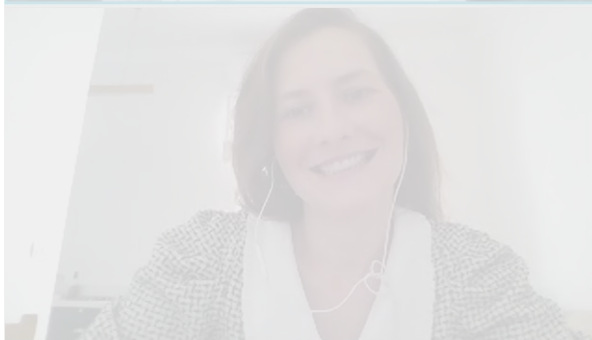
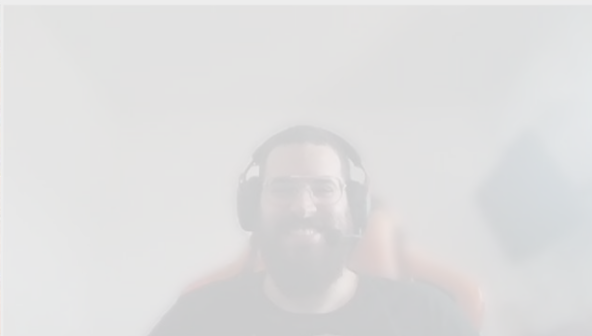
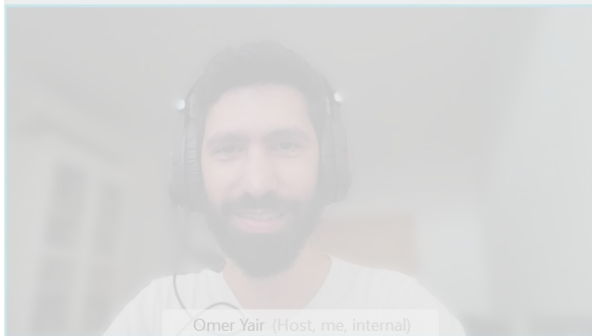
Global Gender Gap Report 2020













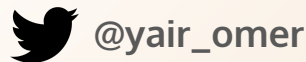


# References

How to Attract More Women (and not the way you think), by Moran Weber <https://bit.ly/3A0Kr1b>

The Confidence Code: The Science and Art of Self-Assurance---What Women Should Know,  
by Katty Kay & Claire Shipman

The Fix: Overcome the Invisible Barriers That Are Holding Women Back at Work, by Michelle P. King



## Thank You!



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