NICE
Conference and Expo
2022
JUNE 6 - 8, 2022 | WESTIN PEACHTREE PLAZA | ATLANTA, GA
DEMYSTIFYING CYBERSECURITY
Integrated Approaches to Developing Career Pathways
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Talent Mobility: An Essential Defense Against the Great Reshuffling

Joseph Thompson
Talent Transformation Executive
Booz Allen Hamilton

Eman El-Sheikh
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University of West Florida

Stephanie Keith
Director, Cyber Workforce Management
Department of Veterans Affairs

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Future of Work Lead
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Since April 2021, more than 50 million U.S. employees have quit their jobs, leaving organizations scrambling to attract, select, engage, and retain talent.

Talent Mobility

An Essential Defense Against the Great Reshuffling

Booz | Allen | Hamilton®

Talent mobility has evolved beyond **traditional mobility.**

How is an effective talent mobility approach a critical defense in today's labor market and the future of work in cyber and technology?

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Talent Mobility

An Essential Defense Against the Great Reshuffling

> Organizations that harness emerging types of talent mobility are better positioned to attract and retain cyber and tech talent today.

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Traditional Mobility

- Cross-training
- Linear career paths
- Planned and managed
- Functional in nature

Facilitated Mobility

- Rotations
- Structured career paths, even if not linear
- Designed upward mobility
- Capabilities and skills-based, not position-based

EMERGING TRENDS

Geographic Mobility

- Increases ability to support on-demand work
- Removes physical location dependencies to minimize barriers to career growth, experiences
- Productivity and value as measured by results delivery vs. quality time
- Access to larger, dispersed talent pools with a mix of diverse experience, capabilities, and skills

Agile Mobility

- On-demand, need-based
- Latticed / Three-dimensional career paths
- Gig and project oriented to provide growth experiences and increase engagement
- Mix of diverse experience, capabilities, and skills

Introductions

Meet Our Panel

DR. EMAN EL-SHEIKH

Associate Vice President at the University of West Florida

STEPHANIE L. KEITH

Director of Cyber Workforce Management at the U.S. Department of Veterans Affairs

JOE THOMPSON

Talent Transformation Executive at Booz Allen Hamilton

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Going for the Gold! Insights and Lessons Learned from Coaching the First-ever US Cyber Games Team

TJ O'Connor
Cybersecurity Program Chair
Florida Tech

Dane Brown
Assistant Professor
U.S. Naval Academy

Dr. Suzanna Schmeelk
Assistant Professor and Director of MS in Cyber and Information Security
St. John's University

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Birds of a Feather: Cybersecurity Skills Competition

David Zeichick, Ph.D.
Assistant Professor
California State University, Chico

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Emerging Tech Cybersecurity Myth Smackdown: Perspectives from the Field

James Stanger
Chief Technology Evangelist
CompTIA

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