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**LAS VEGAS CONVENTION CENTER | LAS VEGAS, NV**

# Building a Security Program from Scratch

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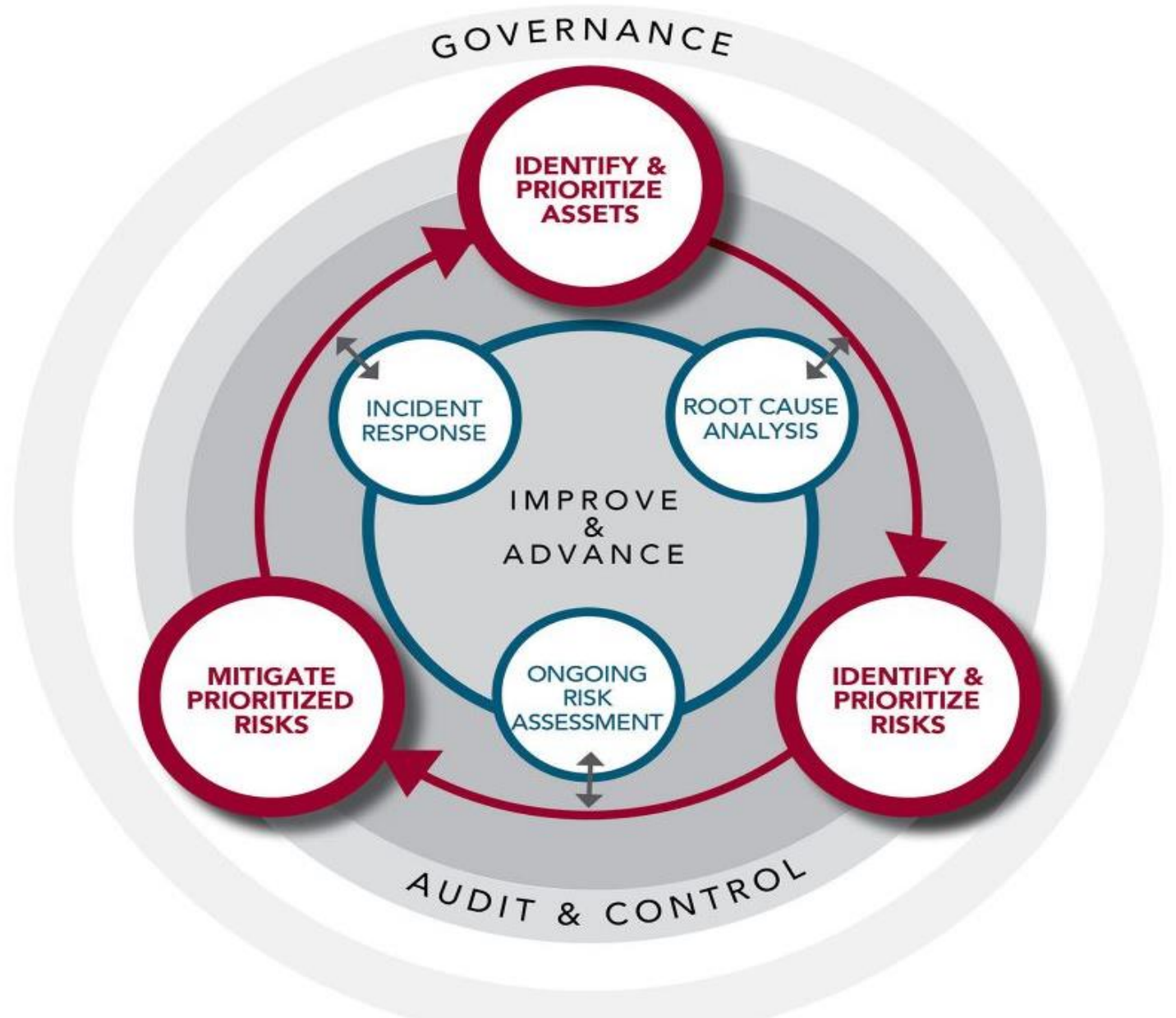
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ESRM:  
Strategy

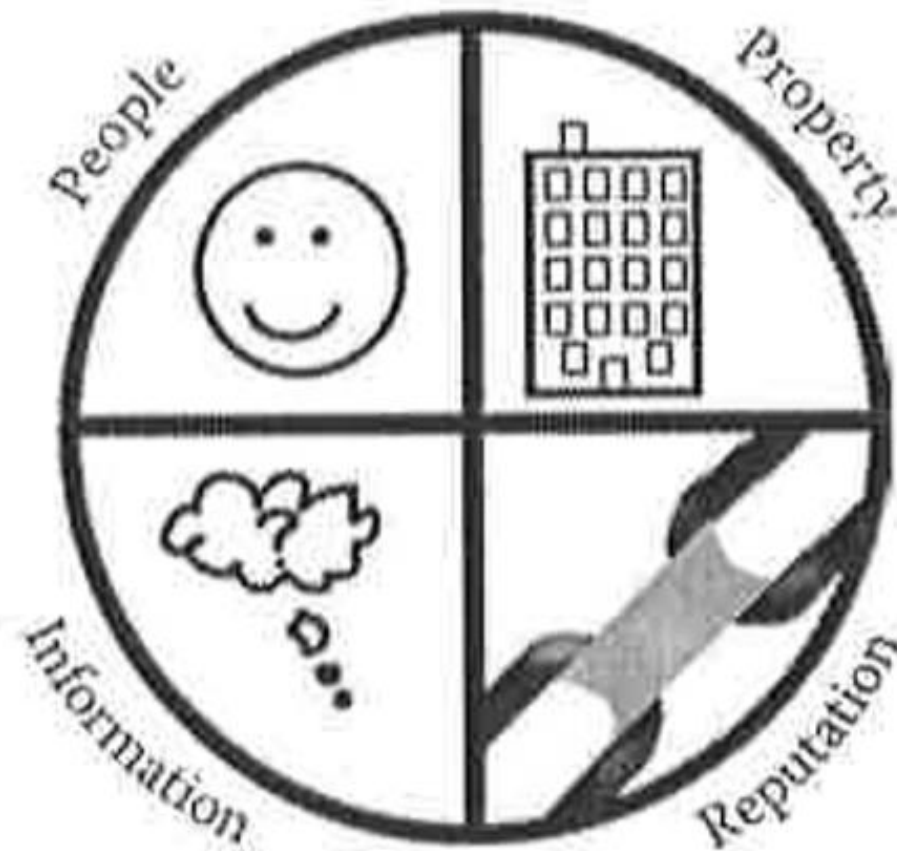


Tactics



# First Steps in Developing Security Program

- Identify and Prioritize Assets → Site Survey
- Identify and Prioritize Risks → Risk Analysis
- Mitigate Prioritized Risks → Select Countermeasures



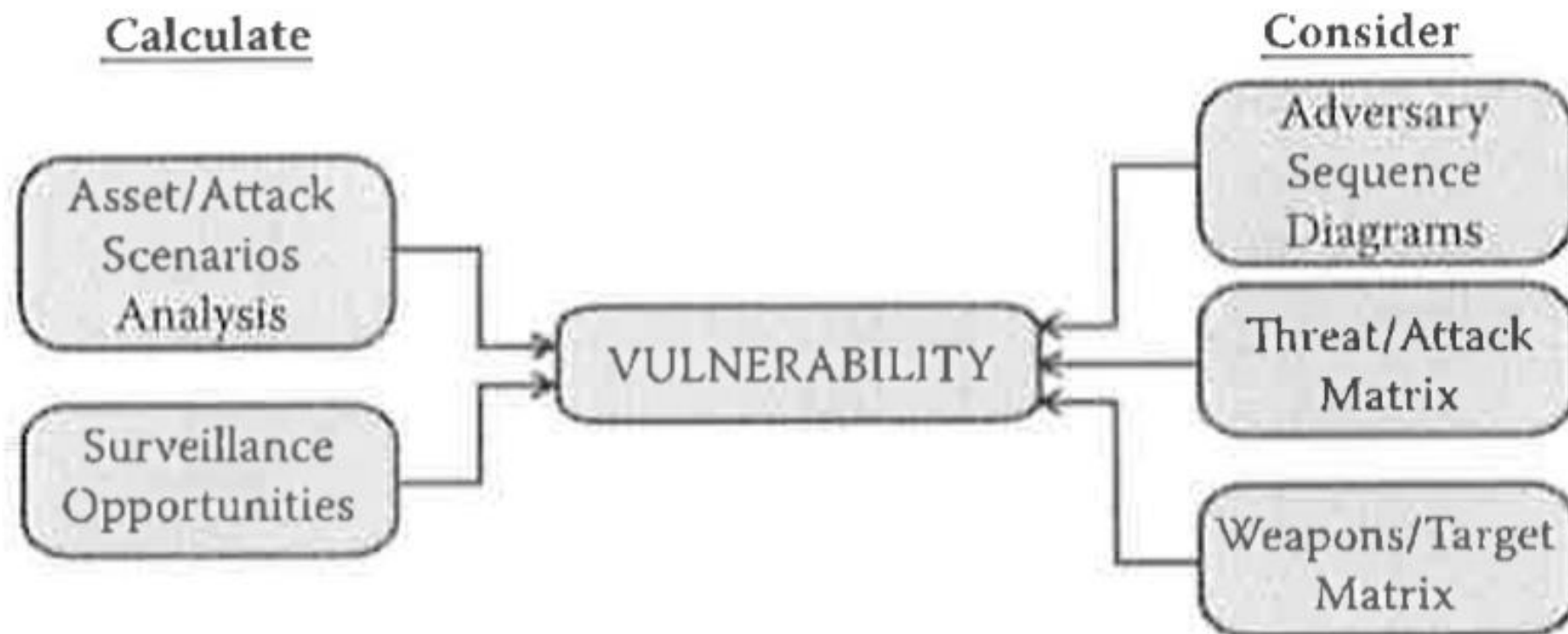
Asset Classes

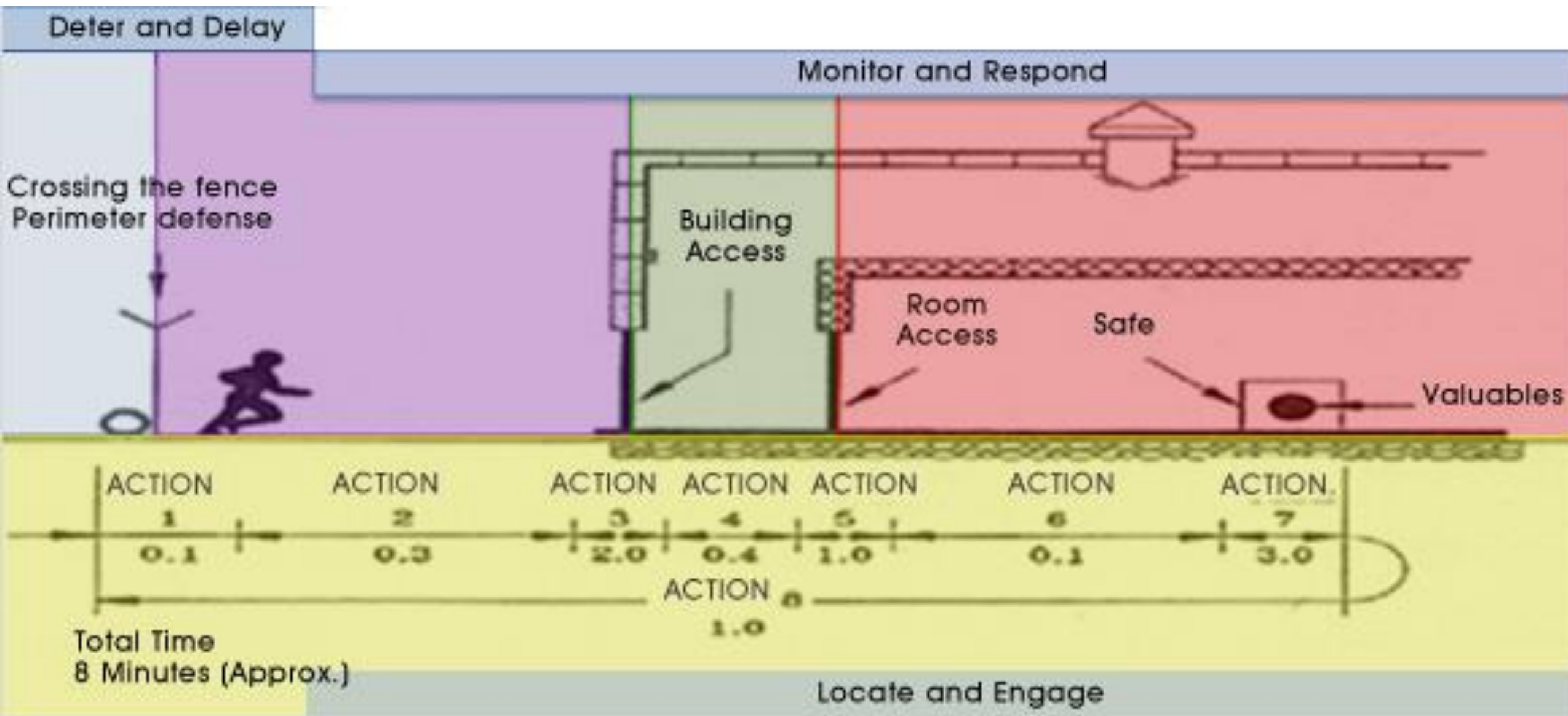




**3 x 3 Risk Matrix**

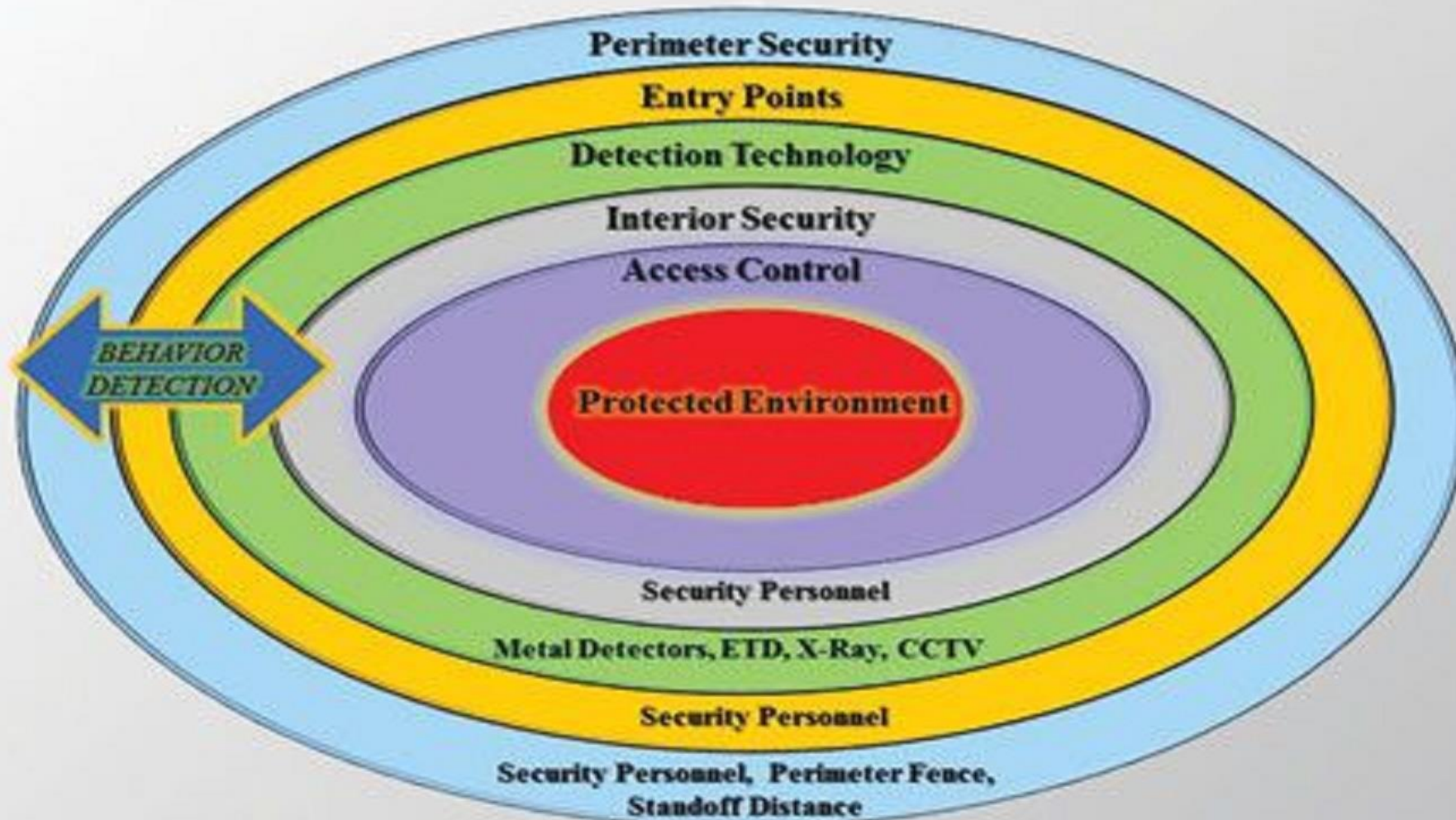
|  |                        |                           |                    |                          |
|--|------------------------|---------------------------|--------------------|--------------------------|
| <b>L<br/>I<br/>K<br/>E<br/>L<br/>I<br/>H<br/>O<br/>O<br/>D</b> | <b>Likely</b>          | <b>Medium Risk</b>        | <b>High Risk</b>   | <b>Extreme Risk</b>      |
|  | <b>Unlikely</b>        | <b>Low Risk</b>           | <b>Medium Risk</b> | <b>High Risk</b>         |
|  | <b>Highly Unlikely</b> | <b>Insignificant Risk</b> | <b>Low Risk</b>    | <b>Medium Risk</b>       |
|  |                        | <b>Slightly Harmful</b>   | <b>Harmful</b>     | <b>Extremely Harmful</b> |
|  | <b>CONSEQUENCES</b>    |                           |                    |                          |







# Layers of Security



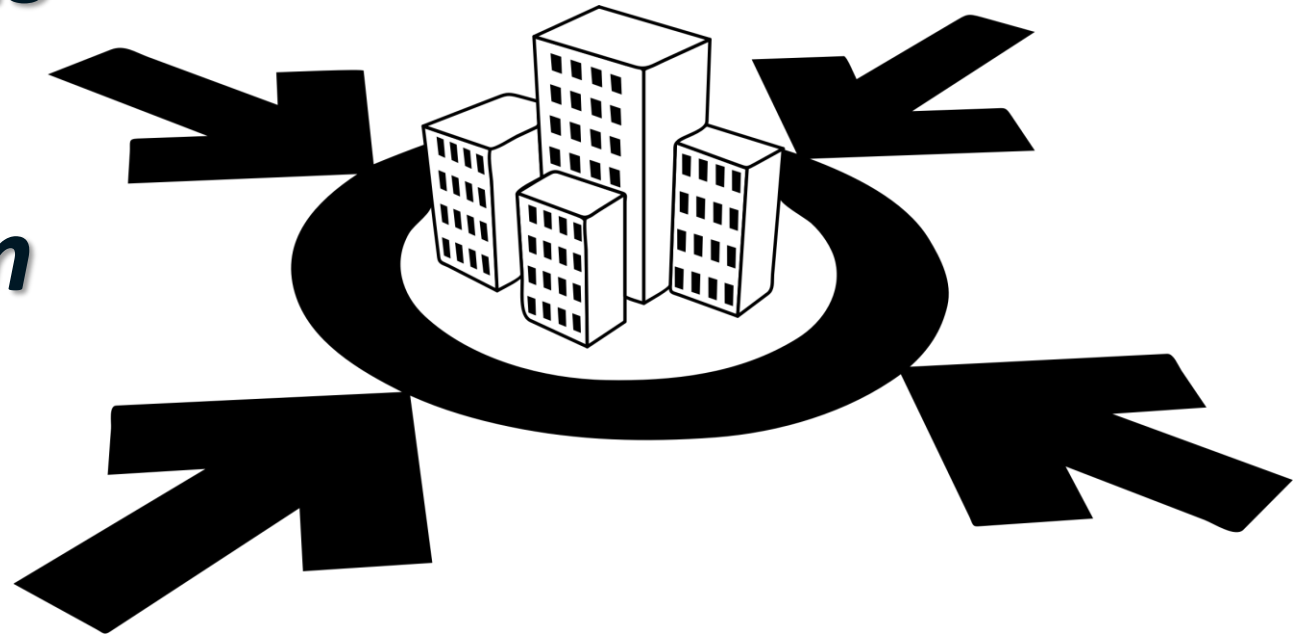
# So you want to build a security program...

- Security has emerged as a critical component to manage and organizations risk.
- Security awareness is at an all time high
- C-Suite level discussion
- Organizations are re-assessing existing security programs
- Seeking upgraded programs with heavy use of technology
- Programs are multidisciplinary and a complex undertaking



Question...

***How can organizations develop an effective security program from ground zero in a minimal amount of time?***





# Introduction

The foundation of a successful security program contains three critical components. These three important aspects must be in alignment for a security program to be effective and holistic.

- **People**
  - The People and the Process must also be considered in order for a holistic solution to exist. The people, however, will be ineffective in building their security program if the processes are not in place to support program related decisions.
- **Process**
  - The processes refer to **program goals** that must be considered to help drive successful implementation.
- **Technology**
  - Technology implementation requires the most hard dollar costs, and returns the least in terms of ROI. Requires corporate buy-in.



# Where do I start?



- **Assess** the current state of the security program
  - Look at policies, processes, guidelines, standards, existing technology.
- **Revise existing policies** and develop new ones as needed
  - This will be the foundation of your SOP, a critical document that addresses vulnerabilities identified in the program assessment.
  - Develop Training Program (in-house or external?)
- **Financial Planning**
  - Establish a budget taking physical security costs into consideration
  - Request pricing from at least 3 reputable vendors





# Where do I start?

- Recruiting and Personnel Selection

- Recruit
- Interview
- Background check (social media)
- Drug Testing
- Reference Checks

- Conduct Training

- Based on client needs
- Program should take liability into consideration
- Determine optimal means to reach shift-work employees (i.e. web based, self-study, etc.)



# Where do I start?

- Security Policies

- Heartbeat of security program
- Communicates acceptable conduct
- Policies are short and to the point (more general than procedures)
- Procedures explain how to follow policy guidelines
- Sample policy topics (drug testing, progressive disciplinary action).

- Security Awareness Programs

- Increasing important in todays workplace
- Employees are first line of defense



# Thinking about Technology

1. The importance of convincing the C-Suite.
2. ROI: Return on investment.
3. Design and installation: professionals.
4. Maintenance: need *sine qua non*.



# cost comparison: security booth versus lock

| SECURITY GARDS OPTION         |              |
|-------------------------------|--------------|
| COST PER HOUR                 | 16,00 €      |
| HOURS/WEEK                    | 187,00 €     |
| COST PER YEAR                 | 155.584,00 € |
| SERVICE SUPERVISIÓN 0,5 H/DAY | 2.920,00 €   |
| TOTAL COST PER YEAR           | 158.504,00 € |
| COST PER BOOTH                | 17.000,00 €  |
| # BOOTH                       | 2            |
| EQUIPMENT                     | 2.500,00 €   |
| COST 1ST YEAR                 | 195.004,00 € |
| 1,5 % INCREASE COST           |              |
| COST YEAR 2                   | 160.881,56 € |
| 1,5% INCREASE COST            |              |
| COSTE YEAR 3                  | 163.294,78 € |
|                               |              |
| TOTAL COST 3 YEARS            | 519.180,34 € |



| FLOODGATE OPTION         |              |
|--------------------------|--------------|
| # FLOOD GATES            | 2            |
| COST PER FLOODGATE       | 65.000,00 €  |
| COST INSTALATION         | 150.000,00 € |
| 1ST YEAR MAINTENANCE     | GUARANTEE    |
| YEAR 1 OPERATIONAL COSTS | 3.800,00 €   |
| TOTAL COST YEAR 1        | 153.380,00 € |
|                          |              |
| YEAR 2 MAINTENANCE COSTS | 12.000,00 €  |
| YEAR 3 MAINTENANCE COSTS | 13.200,00 €  |
|                          |              |
| TOTAL COST 3 YEARS       | 178.580,00 € |



# Thinking about Technology

