

risk3sixty

Renegade

REVIEW

2024
QUARTERLY





Craftsmanship Highlights

Master Tradesmen Who Produce a Work Product of Uncommon Quality

Craftsman Highlights

At risk3sixty, we define craftsmanship as the commitment to delivering products and services that consistently meet or surpass expectations while continuously improving quality and optimizing work processes for greater efficiency. This quarter, we proudly

acknowledge Sawyer Miller, Director, Audit and Implementation Practice Leader, and Carlin Cole, Product Manager, for embodying the core value of craftsmanship and their relentless pursuit to live by excellence.



Sawyer Miller

Director of Audit and Implementation Practice

When Sawyer joined the firm in July 2018, the company was in its early stages, working out of a small office with questionable ceiling tiles. Sawyer initially led client engagements and developed the ISO 27001 service. Now, more than six years later, Sawyer leads a team of 16 consultants, and his leadership has contributed to a 150% growth in the practice, generating about 65% of the company's revenue. The growth brought about complexity and challenges, prompting a reorganization earlier in the year.

After observing the situation, Sawyer decided to implement the 4 Disciplines of Execution (4DX) to bring focus and direction to his team. With the collaboration of his four managers and principal consultant, Sawyer established a wildly important goal (WIG) focused on cross-training. He emphasized the need for collaboration and buy-in from the team to align with the business' strategic goal. The team then focused on lead measures and created a compelling scoreboard to track progress. They categorized

cross-framework education into badges and tracked the success of individuals who achieved the badges. As a result, 106 capabilities were learned cross-functionally across the 16 individuals, enabling 75% of the team to deliver any work sold.

The team now meets weekly to review the dashboard of qualifications achieved, creating real-time visibility into their progress. This dashboard serves as a motivational tool, fostering a culture of high accountability and recognition. It's not just about tracking numbers but celebrating wins, acknowledging milestones, and recognizing the team's collective progress toward the WIG.

By applying the 4DX framework, Sawyer empowered his team to take charge of their success and demonstrated what it means to lead with purpose and precision. We are extremely grateful for Sawyer's dedication to the company, our clients, and the development of the next generation of leaders.



Carlin Cole
Product Manager

A former collegiate wrestler, Carlin is a man of many trades. Whatever Carlin undertakes, he approaches with a commitment to perfection, embodying the qualities of an elite craftsman in everything he does. Since joining the firm in June 2021, Carlin has consistently demonstrated a mastery of product management and innovative ideas to meet the ever-growing demands of our clients.

As the Product Manager, Carlin's goal is to make sure the Engineer Team is building the right things the right way to solve the right problems. Under Carlin's leadership, fullCircle has evolved to meet the ever-growing demands of our clients, with measurable improvements in efficiency, scalability, and user satisfaction. His collaborative nature and deep understanding of both the product and client needs has allowed him and his team to strategically align the platform's capabilities with our service offerings, resulting in significant growth and reinforcing our reputation for excellence.

Prior to coming to risk3sixty, Carlin spent 11 years at a large publicly traded company where change was slow. Carlin has appreciated the flat organizational structure and the autonomy to work collaboratively cross-functionally. "The one big differentiator that sets fullCircle apart from other platform is having so many experts in the field using the platform to provide valuable

insight to help make continuous improvement" said Carlin Cole. Carlin's ability to lead cross-functional teams, foster collaboration, and drive continuous improvements has been key to unlocking new levels of efficiency and scalability. Carlin's relentless pursuit of perfection, coupled with his expertise in product management, has made a lasting impact on our platform's success and positioned us for long-term growth.

Carlin's contributions exemplify the core values of craftsmanship and excellence, and we are honored to recognize him for his outstanding leadership and the value he has created for both the firm and our clients. Congratulations, Carlin, for setting a new standard of success in product management!



Leather Apron Award

The tradition of the risk3sixty leather apron began in late 2018 as a way to honor team members who embody our core values, demonstrate excellence in craftsmanship, and make significant contributions to both the team and our clients.

At risk3sixty, we believe our competitive advantage has been our ability to recruit and develop craftsman. Coined in the mid-1600s, the practice of craftsmanship has been an integral part of human history since the dawn of civilization.

Recipients, referred to as craftsmen, work closely with a master leather smith to custom-design their apron to reflect their unique role and purpose. The apron symbolizes our deep appreciation and recognition of one's uncompromising commitment to excellence.

Every year, inducted members gather at least once a year to nominate team member who have helped us build world-class products and business through their craft.



From the CEO

Sometimes It's Hard and That's Okay



Christian Hyatt
CEO & Co-Founder

Eight years. Eight. Years.

Like they say: "The days are long, but the years are short."

In some ways it feels like it has been closer to eighty years than eight. In other ways, I feel like we just started the business yesterday.

But goodness, I am truly loving the journey.

I am so thankful to be a part of this team. This thing that we are building together. I might be biased, but I wouldn't want to be doing anything else. I think what we are doing over here at risk3sixty is meaningful. Meaningful to the industry - and more importantly - meaningful to the lives of the people who work here.

And an important part of any milestone - like an 8-year anniversary - is reflection. So, in this newsletter I want to do a little reflecting. To show a little gratitude and enjoy a bit of nostalgia. About things come to pass, and about things in the future.

So here we go.

Here are the top 8 moments at risk3sixty to celebrate 8 years in business:

#8: The Evolution of Risk3sixty's Office Space

My wife is a wonderful woman. So wonderful, that she helped me assemble the furniture and paint the mural at our first office in a small shopping center in the North Atlanta suburbs. Before becoming risk3sixty's first headquarters, it had been a tennis racket repair shop for 20 years. But darn it, our team was proud of that little space and we made it feel like home.

Fast forward 8 years and a lot has changed. We have upgraded offices - my wife and I didn't have to paint

any wall this time around - but that same spark still exists and is evident all around us. If our physical space is any reflection of risk3sixty's journey - and I think it is - I am proud of where we've come from and where we are today.

#7: Doing Hard Things Together

In the "War of Art" Stephen Pressfield says that "The more scared we are of a work or calling, the more sure we can be that we have to do it." Why? Because the most valuable things in life are right on the other side of what most people resist.

And the major problem for most people is that we can't conquer our fear. We haven't built that habit of doing hard things. We haven't experienced first hand the joy of doing something hard and coming out the other side. We haven't given ourselves the opportunity to earn that type of confidence.

Many people never do.

So, in the early days of risk3sixty, almost as a joke, we decided to run a 100-mile relay race. I guess you can afford to do reckless things like that when you are a small start-up of only a few people. The fact that we did it at all was a fluke.

But what we learned during that (awful, but great) adventure is that shared adversity has the unique ability to do two things for a team: One, it fast tracks trust, and two, it is the fastest way I know of to prove to a team that there are huge rewards for doing hard things. (I wrote a lot about that here.)

As a result, doing hard things has become a cultural artifact unique to risk3sixty and our core values. And while "Grit events" aren't something I would recommend to most companies, it works for us. Many of my favorite memories include doing hard things shoulder-to-shoulder with a group of



Celebrating 8 Years in Business at risk3sixty

strange renegades.

If you're curious, here are a few of our "annual grit events":

- Two 100-mile relay races
- One 200-mile relay race
- A Spartan Race (pictured below)
- A 24-hour ruck

#6: Trying to Tell the World About Risk3sixty

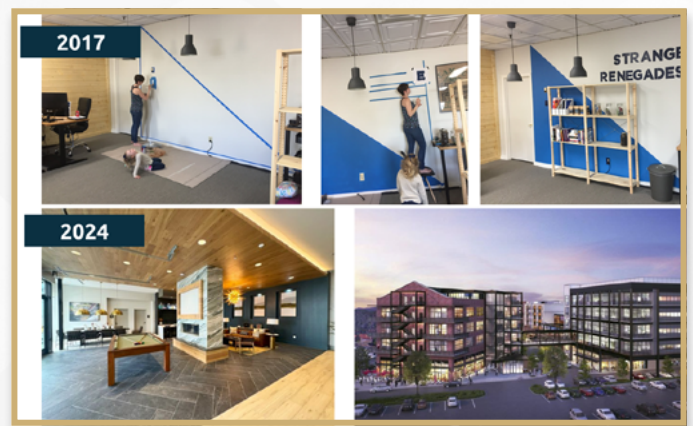
At risk3sixty, our marketing philosophy is that if you give first, sometimes you get a little in return. To that end, we have made it core to our strategy to produce an endless stream of quality content.

Here are just a few examples:

- 221 Blog Posts
- 54 Whitepapers, eBooks, and guides
- 186 Videos
- 2 Courses
- 160 Conference Talks
- 1 Stand Up Comedy Set
- 1 Best Selling Book

The result of all of that hard work has been amazing both personally and professionally. For example, millions of people have viewed our content and we frequently get messages from people saying how it helped people accomplish their mission to get certified or get a job.

Heck, I went to Rocky Mountain Information Security



Top: My wife and I working nights and weekends to make the first office something to be proud of. Bottom: Our new office for 2024.

Conference (RMISC) last month and a few strangers asked me to sign a copy of "Security Team Operating System". Little moments like that are surreal, but help remind me that our cumulative efforts are making a positive impact on the industry.

Side Note: Almost all of our results have come from the last 2 years. That makes me excited about things to come. We really are at the beginning of this grand journey.

#5: 32 Consecutive Quarterly Team On-Site Meetings

My experience at risk3sixty has been that every quarter feels like a year. As a result, one of the most important things we can do is help keep people focused, enthusiastic, and energized. And the way we have chosen to do that is a disciplined cadence of quarterly on-site meetings.

The purpose of these meetings is to reflect on performance over the last 3 months, recalibrate our goals and objectives for the next 3 months, and create an opportunity for the whole team enjoy time together.

As we have grown our team the logistics of flying a whole team to Atlanta has steadily become more complex. I mean, we have team members in 13 states. But man, let me tell you, the energy we get from spending time together - the clarity of how we should focus our energy - is well worth the effort.

#4: Publishing a Best Selling Book

On June 3rd 2024, I published my first book "Security Team Operating System". The book provides a 5-part system for security leaders to run their team: Purpose, Values, Roles Rhythms, and Goals. The system is exactly how we run risk3sixty and is based on lessons



My 5 minutes on stage for a packed house at the Punchline Comedy Club in Atlanta.



During my sabbatical my family and I took a trip to Montana and Wyoming. Yellowstone National Park was as great as they say it is.

learned from 250 interviews with security leaders and over 2000 cybersecurity assessments.

Publishing a book has been a long time goal and was the result of 18-months of concentrated effort. I wrote all about it [here](#) and [here](#).

#3: Passing \$10M in Revenue

Amara's Law says that we often "Over-estimate what we can do in the short-term, but under-estimate what we can do in the long-term." I have found that to be true for us at risk3sixty. When we first started risk3sixty we set a goal to hit \$10M in revenue by 2027. \$10M represented an important maturity milestone for risk3sixty, but also seemed so far away.

We hit and passed \$10M much faster than we expected and it was validation that we were headed in the right direction. Validation that all that talk about vision and values was true. Validation that the market appreciates our products and services.

\$10M was not the end of a journey - but much closer to the beginning.

#2: A Month-Long Sabbatical

At risk3sixty, we have a sabbatical program where all team members earn a month off for every 5 years of service.

- 1 month off after 5 years
- 2 months off after 10 years
- 3 months off after 15 years

As employee #1 was the first person to enjoy this company benefit. I had to take it to make it real. My family and I spend most of the month in Wyoming and Montana visiting Yellowstone and towns like Livingston

and Bozeman. That experience gave my family time and space to connect - a rare gift not often afforded in life. Now, 8-years in, many other folks on the team have enjoyed a sabbatical of their own - or are gearing up to enjoy it very soon.

#1: Babies, Houses, Families, and More Babies

Over the last 8 years I have had the amazing opportunity to watch people launch careers, buy homes, get married, and start families. It is fulfilling to watch risk3sixty grow into a business capable of supporting so many excellent people and their families.

One of my favorite benefits at risk3sixty is that new Dad's get 6 weeks off and new Mom's get 3 months off. This one hits home for me because I didn't take much time off when I had my first two kids. We were neck deep in start-up mode at risk3sixty. But when we had our third child, Sonora May, back in August I took the full 6 weeks. It was life changing. I'm proud our company can offer this experience to our team. It's just a small way our company tries to put family first.

Side Note: I don't know what's in the water here at risk3sixty, but by my last count our team is having 13 babies this year. We've had so many kids that we decided to make a risk3sixty onesie that comes in either pink or yellow.

HITRUST Collaborate 2024

This year, risk3sixty sponsored one of the leading gatherings for information risk management and compliance professionals, HITRUST Collaborate 2024. Hosted at the Omni Star, Dallas Cowboys World Headquarters, the conference was a pivotal junction for professionals eager to advance cybersecurity and risk management practices, offering a dynamic platform for leaders, risk managers, compliance experts, and technology providers to forge valuable connections and explore innovative advancements.

During the 2.5-day event, risk3sixty team members Christian Hyatt, Preston Pierce, Lindsey Nicholas, and Jeremy Sharp collaborated, connected, and shared strategies to help navigate the complexities of information security assurance.



DEFCON 32

The risk3sixty Offensive Security Team had a fantastic experience at DEF CON 32 in Las Vegas from August 8-11, 2024! Andrew Johnson, Senior Offensive Security Consultant, delivered an engaging presentation on "Bypassing Access Control Systems."

Led by Cory Wolff, Director of the Offensive Security Team Practice, the team immersed themselves in the Red Team Village, networking with industry experts, sharing insights, and participating in cutting-edge offensive security training. The event was a valuable opportunity for the team and industry professions to stay ahead of emerging trends in cybersecurity.



TAG Young Professionals AI Panel

Christian, CEO, joined the panel at the Technology Association of Georgia, TAG, Young Professionals event, “How to Use AI in the Workplace as a Young Professional.” The discussion focused on the rapid adoption of AI tools, such as LLMs and chat bots, and how even Fortune 10 companies are quickly integrating these technologies to boost productivity.

The panel shared insights on the growing need for AI safety measures, emphasizing that while AI holds great potential, the conversation around responsible implementation is lagging. Christian also highlighted the importance of ISO 42001 certification as top companies begin to address AI risks.



Georgia Tech Denning Capstone Teams

We're thrilled to introduce the two new capstone teams from Georgia Tech's Denning Technology & Management Program for the upcoming year! Our collaboration with these talented students has been highly rewarding, and we're eager to see their achievements.

Last year's teams brought forward groundbreaking solutions, such as an AI application for audit enhancement and a custom GPT for optimizing vendor management. As we kick off this year's partnership, we're excited to support these future leaders and continue driving innovation together.





Team Highlights

Continuity in Purpose and Action



Q3 Offsite Meeting

For the Q3 offsite, the risk3sixty team gathered at Hotel Avalon in Alpharetta, Georgia, for a transparent review of the company's financial health and progress. The event also featured exciting updates on the upcoming move to our new office space.

A key moment was the recognition of Jessica Lucas, Cal Supik, and Sawyer Miller, who were awarded the prestigious "leather craftsman apron" for their exceptional contributions. The team took this opportunity to reflect on company growth, align future goals, and celebrate the dedication and hard work of individuals throughout the organization.





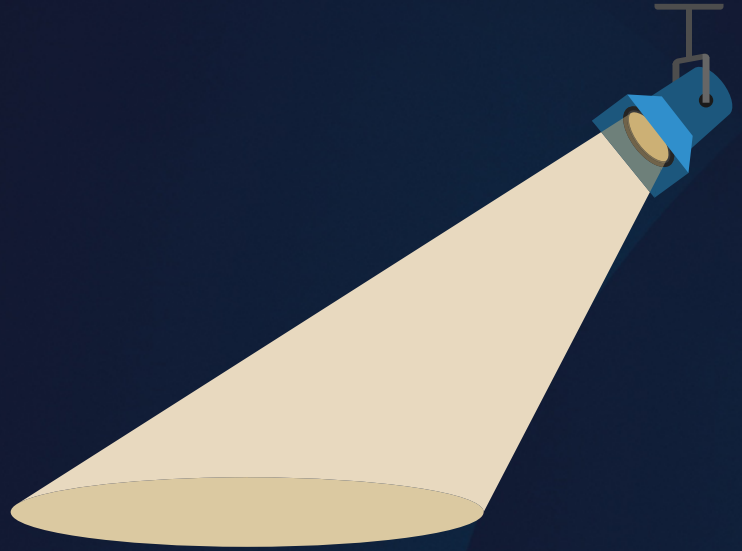
Team Social and Happy Hour at Next to Pure

After concluding our quarterly meeting, the team headed to Next to Pure, just a short drive from the Avalon Hotel, for a lively happy hour. We enjoyed a mouthwatering spread of empanadas, tacos, guacamole, and salsa, paired with refreshing cocktails. The vibrant atmosphere created the perfect backdrop for the team to unwind, connect, and share laughs. It was a great way to relax, celebrate our achievements, and strengthen our bonds over delicious food and drinks.



Team Spotlight

Risk3sixty encourages additional training and certifications by covering the cost and time for employees to grow their skills and experience. The firm is proud of what these individuals accomplished this quarter.



Ross McCurdy

MEDDICC Certification



Patick Nakayama

ISO 27001 Lead
Implementer



Liz Kim

CompTIA Security +



Alex Sullivan

ISC2 Certified in
Cybersecurity



Kendall Morris

Sales Planning



Josh Smith

ISO 42001 Lead
Implementer



Grace Pfohl

ISO 27001 Provisional |
ISO 42001 Lead Implementer



Christian Hyatt

PCI QSA Requal



Christian White

PCI QSA Requal



Chris Donaldson

CRISC

Madison Loewe's CISA & CISM Achievement



A huge congratulations to Madison Loewe, our Audit & Implementations Consultant, for passing both the CISA and CISM exams just six days apart!

In her LinkedIn post, which earned over 1,100 likes, Madison credited her success to the hands-on experience she gained over three years at risk3sixty, working primarily with SOC 2. This real-world knowledge, along with guidance from her mentors, allowed her to pass both exams without additional studying.

Madison's achievement highlights the value of practical experience—her advice to others? Dive into real projects and let your work be your study guide!

New Hires



Kristen Riess



Shachi Jain

Employee Sabbaticals



Kendall Morris



Sawyer Miller



Eric Jefferson



Steadfast Highlights

Consistent, Firm, and Adherence to the Code

Press Release

Risk3sixty CEO Releases Children's Book About CISOs for Cybersecurity Awareness Month

To mark Cybersecurity Awareness Month, Christian Hyatt, CEO of risk3sixty and respected cybersecurity thought leader, is set to release his latest book: "Chief Information Security Officer – CISO the Dog Saves the Day," on October 1, 2024. This unique book introduces young readers to the role of a Chief Information Security Officer (CISO), and offers a simplified and engaging way for children to understand what their family members do in the cybersecurity field.

This will be the second book authored by Hyatt, following the release of "Security Team Operating System," which focuses on building and scaling world-class security teams. With this new title, Hyatt taps into a more personal side of the cybersecurity world, offering a resource for parents working in high-demand security roles that helps make complex concepts accessible for young minds. The book is already drawing attention for its niche appeal, specifically from families of cybersecurity leaders. However, it also has broader potential as it introduces more children to a field that has experienced explosive growth and will need immense support in the years to come.

"As Cybersecurity Awareness Month begins, I wanted to create something for CISOs who often find it difficult to explain their work to their kids," said Hyatt. "Cybersecurity has become

mainstream and this book bridges the gap between security professionals, their families, and a lucrative field their children can pursue in the future."

While the book is rooted in explaining technical concepts, Hyatt has infused it with storytelling that speaks to young children and explains cybersecurity in a fun and engaging way. The book offers an opportunity for parents, schools and libraries to engage with these modern security concepts that will be common place by the time the children of today become the security professionals of tomorrow.

"Cybersecurity impacts everyone and we're already seeing it play a big role in everyday conversations," Hyatt explained. "Speaking as a dad, this book brings those discussions home."

Risk3sixty, the company behind the release, is recognized for providing world-class cybersecurity services. Their team works with organizations across industries helping them build and manage robust security programs. This new book continues the company's commitment to education and outreach in the security community, aligning with the goals of Cybersecurity Awareness Month.

Webinar

ISO 27001 Compliance Brief

Our CEO and Co-Founder, Christian Hyatt and Director of Audits and Implementations, Sawyer Miller provide the required context and interpretation of the data for your benefit.



Video

Red Team Engagement & ROI

In this video, Cory Wolff, Director of Offensive Security at risk3sixty, breaks down Red Team Exercises and how senior leaders can effectively navigate them.



Webinar

Platform.sh Case Study

This case study explores the challenges Platform faced in scaling their compliance program globally and the strategic measures implemented to achieve efficiency in compliance management.



Webinar

NIS2 Compliance: Everything You Need to be Compliant with NIS2

Phil Brudney, Director of Quality and Assurance (CPA, CISA, FIP), and Christian Hyatt, CEO and Co-founder (CISA, CISM, CIPM, PCI QSA, ISO 27001 LA, HITRUST CCSFP), as they dive into the essential steps for achieving NIS2 compliance.



eBook

There is No “Easy” Button

We discussed GRC tool requirements with current and potential customers and all of them were looking for ways to streamline the compliance management process.

- The (harsh) realities of using a GRC tool
- The illusion of automation as an “easy” button
- 6 must-know best practices for implementing and managing a GRC tool and program



[View](#)

Case Study

ISO 27001 Compliance Brief

risk3sixty has performed thousands of ISO 27001 cybersecurity assessments using our GRC platform fullCircle. This has allowed us to sample and organize real-world data for analysis. Inside this data are important insights and lessons learned that we'd like to share with you.



[View](#)

Case Study

NIS2 Compliance Pack

NIS2 represents the European Union's vision for future governance of cybersecurity given its desire to increase the security resilience for essential services in key sectors. Inside our NIS2 Compliance pack, you'll receive:

- NIS2 Context: The journey leading up to NIS2 and who needs to comply.
- NIS2 Directive Structure: An overview of the structure and core requirements.
- How to Get Compliant: A practical guide to implementing the necessary measures.



[View](#)

Blog Post

Maximizing Business Success with Compliance as a Service (CaaS) and Managed Security Services

In today's hyper-connected and rapidly evolving business landscape, organizations face a multitude of challenges, from navigating complex regulatory frameworks to managing dynamic cybersecurity threats. Amidst these challenges, compliance is a cornerstone of operational integrity and risk management. [Read More](#)



Blog Post

Mastering SOC 2 Integration into Harmonized Security Frameworks

Integrating the SOC 2 criteria into a harmonized framework strategy can simplify compliance efforts, lower costs, and improve operational efficiency. Here's how to do it effectively.

[Read More](#)

Blog Post

Understanding ISO 42001

ISO 42001, published in December 2023, is the world's first international standard for Artificial Intelligence (AI) Management Systems (AIMS). Published by ISO & IEC, the standard was authored over more than two years by working groups containing highly credentialed members from 50+ countries, concluding with a public comment period prior to finalization. [Read More](#)



Blog Post

The EU AI Act is Now in Effect – Here's Why It Should Matter to You

The European Union's AI Act is possibly the most consequential regulation passed this year and one of the most impactful of the 2020's. As we've learned in the decade since the GDPR was first released, the effects of regulations passed in the EU are felt worldwide.

[Read More](#)



New Reporting Framework

FullCircle GRC recently enhanced its platform by adding a new framework reporting feature. This addition allows users to easily integrate and manage compliance data across multiple governance, risk, and compliance frameworks. The new functionality streamlines reporting processes, enabling organizations to generate comprehensive, real-time reports that align with industry standards and regulatory requirements. By simplifying cross-framework tracking and analysis, fullCircle GRC improves visibility and decision-making, ultimately helping businesses maintain compliance more efficiently.

Alpha BU Managers

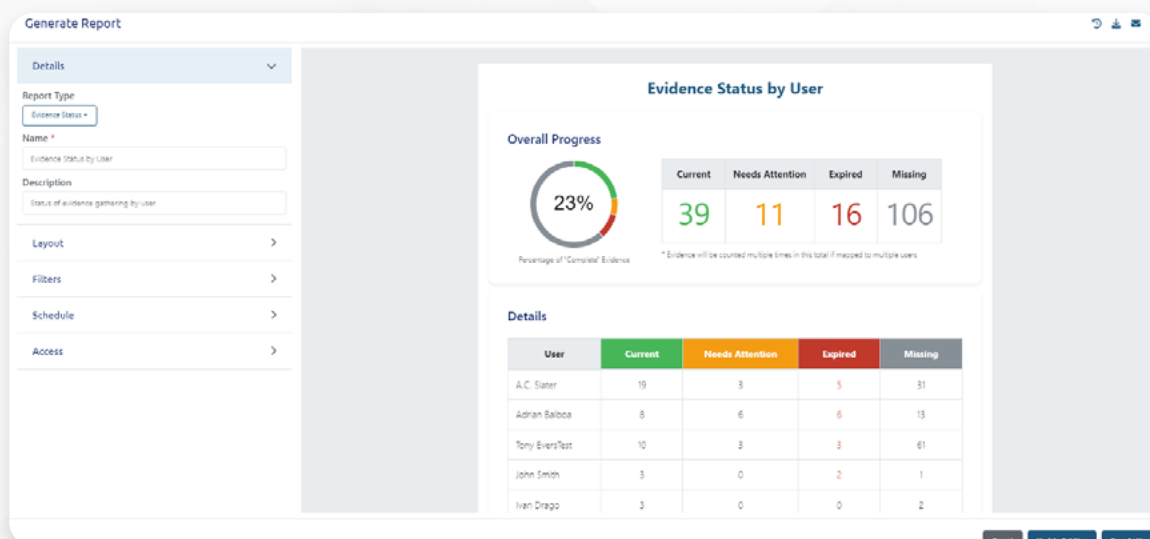
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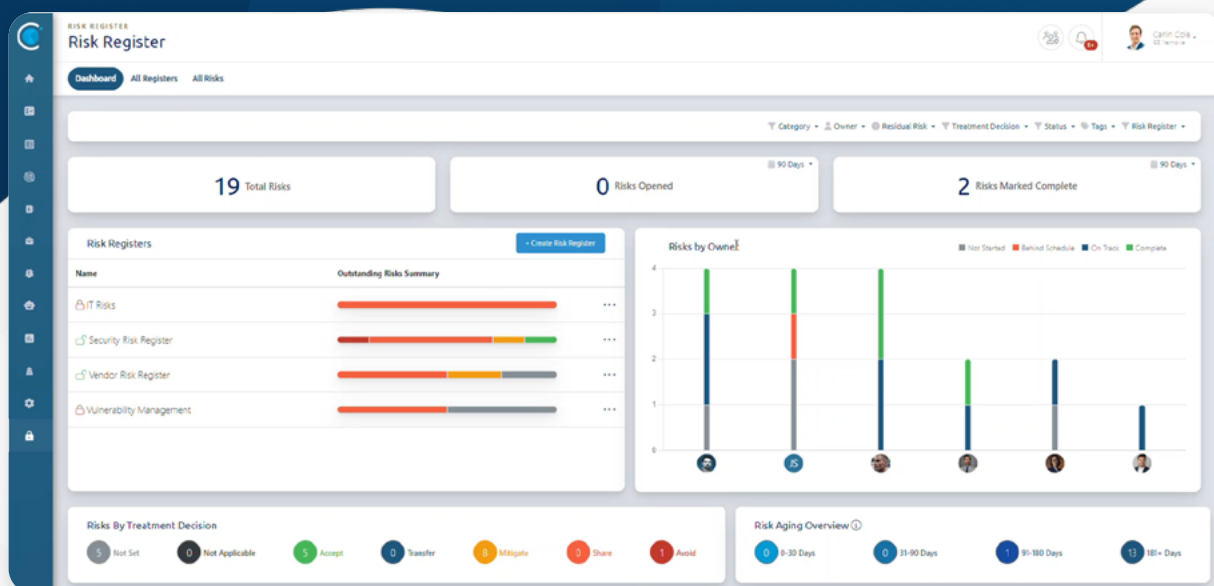
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Jane	Doe	janedoe@test.io	Contact	x
Jane	Doe	janedoe@test.io	Contact	x
A.C.	Slater	carlin.cole.phixadm@gmail.com	fullCircle User	x
A.C.	Slater	carlin.cole.phixadm@gmail.com	fullCircle User	x
Joe	Test	joetest@test.io	Contact	x
Joe	Test	joetest@test.io	Contact	x





New Risk Register Dashboard

FullCircle GRC has upgraded the look and functionality of its risk register dashboard, offering a more intuitive and visually appealing interface. The enhanced dashboard provides users with clearer data visualization, making it easier to track, assess, and manage risks in real time. New filtering and customization options allow for more tailored risk reporting, while

improved navigation ensures quicker access to critical insights. These updates empower organizations to better monitor risk exposure and make informed decisions with greater efficiency and precision.

Want to Get In Touch?

Contact Us Today for a Free Overview

One of our professional team members would love to help you out with any questions you have about your projects.

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