



ASIS Women in Security Council

2014 Fourth Quarter Newsletter

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A Greeting from our Chairwoman

What a great seminar this year in Atlanta! I was honored to receive the ASIS President's Award of Merit on behalf of Women in Security (WIS). We should all be proud of the accomplishments and achievements of WIS over the past two years. None of this would be possible without the dedication and passion of all of the members of WIS.

The excitement at the show started on Sunday evening with the well-attended 2nd Annual Karen Marquez Honors program. Congratulations to the three well deserving award recipients! For those members who were not at the Sunday council meeting, Gail Essen and I presented plaques to Elisa Mula and Loye Manning for their outstanding work during their tenure as Newsletter Chair and Global Liaison Chair, respectively. I know that their successors will continue to raise the bar and successfully chair those committees as Elisa and Loye move into their new roles in WIS. A big part of our continued success is each Chair's willingness to mentor and support their successor. As my 2 year term comes to a close, I know in my heart that our incoming Chair, Gail Essen, will continue to raise the bar and blow it out of the water!

Remember, it's not a race, it's a marathon!



*Respectfully,
Lisa J. Dolan, CPP
Chair*

Support • Inspire • Promote

Congratulations! Through YOUR efforts, WIS is now a recognized ASIS International Council!

WIS was birthed in 2009, and continues to succeed through the tireless dedication of industry leaders. Designed to serve our global members, WIS is founded on three pillars: **Support • Inspire • Promote •**

We seek to accelerate the career paths of women through education, mentoring, and networking. In doing so, WIS supports the society by developing leaders and growing membership.

In a leaders' panel session in Atlanta, WIS founding member Marene Allison cited that while 51% of the population is women, we represent only 11% of the members of ASIS. In the same session, an (ISC)² board member reported that their female membership had declined in the past two years, slipping from 13% to 11%. We work to reverse the trend.

The annual seminar in Atlanta was exceptional and served as a Mecca for pivotal, global connections. Our reach and impact in the foreseeable future are the result of your hard work and the support of ASIS International leadership. Rich Widup, Dave Tyson, Ray O'Hara, Jaime Owens, and many others, thank you!

Finally, I am eternally grateful to the mentoring I received from Lisa Dolan, whose leadership was recognized this year!



*By Gail Essen, CPP, PSP
Vice Chair*

Ready ... Set ... WALK

by Laurie Simmons



That, in a nutshell, summarizes the ASIS Annual Seminar in Atlanta. I don't know about the rest of you, but my walking journey began the moment I stopped off the plane and didn't stop until I had to run to another terminal to catch my flight home only to be delayed due to the flight being overweight.

The convention, for me, began on Sunday with an early morning visit to Coca Cola World, followed by listening to OUTKAST blasting in Centennial Park as I walked the detoured route to the Omni Hotel to the Women in Security (WIS) annual meeting.

Once inside the meeting room, it was nice to finally meet the many individuals that are always on the other end of phone or the faces behind the emails. The biggest surprise of the meeting was when Gail Essen surprised Lisa Dolan with an award to thank her for everything she has done for the WIS Group. After a few moments, it was time to get down to business and review the succession plan for leadership, provide special recognition awards, and review how the ASIS Strategic goals aligned with 2015 WIS Strategies.

Monday morning arrived very early and started with a ½ mile walk to convention center. Once inside, it was time to navigate the exhibit halls, actually all five of the interconnected exhibit halls. And, once again, as the exhibit hall doors opened at 9 a.m. I was overwhelmed by the sights. From there, after booth duty for a council I was off to hear Inge Seyban Black's presentation (which was standing room only!), and then all too soon it was time for lunch. Monday was an important day for the WIS Working Group, as Lisa and Linda Harmon were honored with the President's Award of Merit for their contributions to the WIS Working Group.

Tuesday morning arrived just as quickly as the morning before, and it was off to see Inge at the bookstore as she was signing copies of her newest version of her book. She proudly displayed the Karen Marquez Honor Award that she had received on Sunday evening.

Wednesday morning arrived and, I don't know about the rest of you, it was hard to get going. I had WIS Booth duty and Loye Manning and I sat in the sun and talked with individuals as they stopped by. We suggested that they stop by the WIS sessions that were planned for later that afternoon.

Thursday morning arrived and it was time to head home to: Ready....Set....REST. In closing, this was the best convention that I have ever attended (and this was my tenth) because of the networking. Plus, meeting other members of the WIS Working Group made everything come full circle.

Once Again, ASIS Did Not Disappoint!

by Donna Kobzaruk



The conference in Atlanta was great, and I attended quite a number of sessions, both networking and educational.

I arrived on Sunday to attend the Women in Security's Karen Marquez Honors Program, a phenomenal networking event during which I met many fantastic people. Mike Lehner's true respect for Karen Marquez touched my heart. She was a phenomenal person who, as Mike pointed out, always looked out for others. Karen had a debilitating illness that nobody knew about and she continued to do her great work without complaint. Karen's husband and son were at the honors program, and you could see their pride in having an award named after Karen's memory. The award recipients were honored to receive such a phenomenal award named for a great woman.

One of the most memorable educational sessions was concerning Executive Protection. It reinforced the critical need for layered security by reinforcing that to have cameras in an area is good security; to have cameras and secure locks is better; to have cameras, secure locks, and alarms is great. For those of us who are creatures of habit, there was the reminder to alter arrival and departure routes. Mind you, my 'day job' does not consist of Executive Protection, but I enjoy attending sessions outside of my scope of work. You always gain a little more knowledge and who wouldn't benefit from that?

I attended the Leadership and Management Practices Council meeting while at the conference. As I looked around the table, my colleagues within the council are all male. This served as a reminder of the need to mentor women in the industry. We spoke a lot about educational initiatives and the mentoring program. The Women in Security group continues to promote, sustain, and nurture mentoring. Very few groups have demonstrated the same commitment and passion. Kudos to Women in Security for being a driving force with mentoring!

Last, but certainly not least, I met with a colleague with my company at ASIS. She had never attended an ASIS conference and wanted to "follow me around." While at the conference, I met with a security director of a Fortune 500 company. I introduced my colleague and, since they're both from New York, they immediately bonded and made lunch plans. Why is this newsworthy? I took the meet-and-greet for granted. However, my colleague, who doesn't have the opportunity to network and is new to security, found the meeting to be invaluable. It reminded me of two important facts. First, as women, we need to help other women in our industry whether it's through mentoring or networking, making those introductions or offering guidance is important. As a former manager once told me, "it's the right thing to do." Second, I learned a lot from my colleague in just the few days at the conference. She's several years younger and I was reminded of what drives millennials. It can be as simple as being more environmentally conscious. I try to take this information and apply it when I work with the younger crowd. Overall, it was a learning experience for me, too-- one that helped me to grow no matter my age.

ASIS Women in Security Council



ASIS Session Outlook

by Lisa Dolan, CPP

This year I spent little time on the floor and most of my time attending the sessions in Atlanta. I was able to attend almost all of the WIS sessions and they were all very informative and interactive. I have attended the Annual show for over 6 years, and this year the energy was more palpable than I can remember in the past. There were many sessions that dealt with new topics or provided a way to think outside the box on an existing topic and I found those to be extremely informative.

The ability to rate the sessions on the ASIS App was the most convenient way of completing this task. I moderated several sessions at the show. Part of our responsibility as moderator was to encourage the attendees to download the ASIS App. This app was invaluable to me during my time at the show with all of its features--it had every session, every speaker, a map, the ability to take notes directly on it, and so much more! The app also allowed you to rate each session directly and submit your response electronically. This was a huge time saver for me and I am sure many other attendees felt the same way. The paper surveys seem obsolete compared to this format. I loved it!

I am already thinking about the sessions that we can submit for next year, and I hope that you are, too. As I move into the position of Chair of the Annual Program, I hope that you can all take a few minutes and identify any of the sessions you attended that were highly rated on your list as well as any topics that were not addressed in the sessions that you would like to see offered next year. Please email those ideas and comments to me so that I can start compiling a list of possible topics and then try to match the SME speakers to them. It's never too early to plan for this!

WIS Ask-a-Mentor APPRECIATION!

by Mun Wong



Ask-a-Mentor sessions run monthly, during which a senior security executive shares his/her career path and knowledge in their areas of expertise. We hold these sessions via conference call, and attendees are able to ask questions and get insights from mentors. It's a great program from which I personally benefit immensely. We would like to offer a special note of gratitude to our 2014 Mentors.

- February Mentor - *Frode Bakken*, Head of Security & Emergency Preparedness, Norsk Hydro Brasil
- March Mentor - *Bernie Sullivan*, Director Global Security, Hanesbrands Inc.
- April Mentor - *Jack Lichtenstein*, VP for Government Affairs & Public Policy, ASIS
- May Mentor - *Bonnie Michelman*, Director of Police, Security and Outside Services at Massachusetts General Hospital
- June Mentor - *Donna Kobzaruk*, Vice President & Regional Security Manager, JP Morgan Chase
- July Mentor - *Diana Burley*, Professor at the Graduate School of Education and Human Development, George Washington University
- October Mentor - *Daniel Arevalo*, Global Security, Associate Director - Procter & Gamble
- November Mentor - *Mike Cummings*, Senior Vice President, Security and Loss Prevention at Aurora Health Care

The WIS Success Formula @ the 60th Annual Seminar

by Gail Essen CPP, PSP



Not unlike the Indianapolis 500 auto race, preparations for the annual seminar are a year in the making. When the checkered flag is finally waved and the winners announced, the pit crews, drivers and sponsors celebrate their success.

WIS has many reasons to celebrate this year. Our 32 committee members, which make up our nine pit crews (aka committees), played key roles in maintaining the engine that is WIS. We leveraged relationships to have highly sought after speakers participate in our sessions. Our work was recognized through awards and honors. Our final lap was the Securitas sponsored networking event.

What is the winning formula? It's consistent, diligent effort. The annual seminar is where the rubber meets the road, and the highlight reel is lengthy.

EDUCATION SESSIONS

Six sessions were presented over three days; five more than last year!

"How the hiring process works", included WIS Committee Chair, **Kathy Lavinder** (Placement Consultants), **David Lammert** (Pinnacle Placements), **Edward Levy** (Met Life) and **Nikki Gordon**, (G4S). "The Affordable Care Act and its affect on the security services industry" was presented by WIS secretary **Jean Kristensen** (J Kristensen Associates), **Laura Pagano Temin** (Achievement Strategies, Inc.), **Jack Perry** (Source Point Coaching), and **Eddie Sorrells**, CPP, PSP (DSI Security Services). Presenters **Lynn Dolan** (LDD Consulting) and **Steve Amitary** (NASCO) shared new insights in "What's new in security officer background and investigations".

This year, WIS teamed with (ISC)² and presented two joint sessions. The "Leadership and career development" session featured Natalie Runyon, CPP (Thomson Reuters) and Joyce Brocaglia (Alta Associates & EWF).

Monday's panel was designed to address international challenges and included two ASIS board members: **Godfried Hendriks**, CPP and **Jaime Owens**, CPP. **Melanie Morris** (COX Enterprise), **Loye Manning**, CPP, PSP (Sprint), and **Gail Essen**, CPP, PSP (Siemens) rounded out the panel and fielded audience questions.

Wednesday's co-sponsored panel was dynamic because of the mix of strong industry leaders: **Marene Allison** (Johnson & Johnson), a founding WIS member, **Shirley Pierini**, CPP (SMGI) the 2004 ASIS President, and **Dave Tyson**, CPP (SC Johnson) the 2015 ASIS President. WIS was honored to have two board members from (ISC)² join the panel: **Richard Neelson**, CISSP (Europe) and **Diana-Lynn Contesti**, CISSP (Canada). The final panelist, **Angela Tobin**, is an Atlanta FBI special agent in charge.

GLOBAL CONNECTIONS

Traffic was steady at the WIS booth and we met with global leaders from Bogota, Amsterdam, Lagos, Canada, Mexico, Netherlands, Singapore, Trinidad and other countries.

Karen Marquez Honor Awards

The 2nd Annual ASIS Women in Security Working Group Karen Marquez Honors was held on September 28, 2014 at Embassy Suites – Ruth Chris Steak House.

The Karen Marquez Honors are presented annually to security professionals who have consistently worked for the betterment of the security industry over an extended period.

Congratulations to the Winners!

- *Julie Payne, Esq.*, Regional General Counsel, G4S Europe
- *Inge Sebyan Black, CPP, CFE, CPOI*, Seniro National Account Manager, Stanley Convergent Security Solutions, Inc.
- *Donna Kobzaruk*, Vice President & Midwest Region Manager, Global Security & Investigations, JP Morgan Chase & Co.



From left to right: *Inge Sebyan Black, Carolyn Payne (Julie Payne's daughter), Julie Payne & Donna Kobzaruk.*

LEADERSHIP SPOTLIGHT

*Michelle Hofmaster, Senior Project Manager
– Security Consultant,
The Sextant Group*



MICHELLE HOFMASTER's dedication, perseverance, and listening skills have contributed to success throughout her life, and her 10+ year career in security began shortly after she enjoyed an assignment reviewing security standards/policies and design as a paralegal in a litigation defense firm. She currently serves as Senior Security Consultant at The Sextant Group with responsibilities involving assessment, planning, design, and consulting while working with many high profiles, internationally known clientele.

Michelle has enjoyed learning and being challenged each and every day in her job. She notes, however, that she continues to be surprised by clients that have very few security personnel, policies, or standards because of the additional risk that this presents.

Like many of us, Michelle has encountered a certain amount of resistance in the male-dominated world of construction and security, but she believes the continued success of women in these nontraditional roles will allow all women to be less limited by stereotypes.

Michelle feels her involvement with ASIS has been beneficial for her career and her employer because of the key industry knowledge, marketing, credentialing, and professional networking gained by being a member.

Michelle has a Bachelors and a Masters degree, is currently working on a PhD, and is an adjunct professor in security management. Michelle tackles work-life balance by relaxing in the great outdoors with her family, riding her motorcycle on a beautiful day.

ASIS Events Highlights Continued ...

At the WIS Council Meeting held on September 28th, 2014, Lisa Dolan, Elisa Mula and Loye Manning were awarded plaques for their outstanding contributions during their tenure as the Chair of Women in Security, Newsletter and Global Liaison, respectively.



From left to right: Gail Essen, Loye Manning and Lisa Dolan



From left to right: Jean Kristensen, Lisa Dolan and Gail Essen



From left to right: Gail Essen, Elisa Mula and Lisa Dolan

So Little Time ... So Many Women In Security

by Ed McDonough, CPP CFE

And what dedicated, professional, and difference makers these women are-- I'm talking about The Women in Security Council, sponsored by ASIS International and how quickly they have established themselves to be an integral and vital part of the ASIS Leadership and Networking forums for the Society.



I had my first opportunity (and honor) to work with the Women in Security (WIS) team when I served as the liaison between the CSO Roundtable and the WIS Committee. Just a few short years ago, WIS was a fledgling group of women striving to gain recognition and responsibility in the private security field— and look at them now! They have grown from a few members to over so many members in such little time; they are now a stand-alone networking committee within ASIS, they produce their own quarterly newsletter, and, this year, the WIS Council sponsored five (5) programs at the Annual Seminar... That's some great progress!

But even more impressive is their sponsoring of the monthly "Ask A Mentor Series" where accomplished professionals, security industry leaders, and other advocates for women in business share information, lessons learned, and their personal secrets of success in the business world while providing important insights into issues challenging women today; including leadership, career development, and work/life balance. In addition, WIS has developed a Chapter liaison program which appoints a woman leader to promote chapter and region networking and learning events designed to develop and promote Women in Security.

I'm proud of how far this group of women has come, and I know our industry is in great hands as the hard work of the WIS Working Group continues to provide a forum for leadership development and professional growth that is truly needed in the Security Profession.

Networking with WIFLE: Women in Federal Law Enforcement

by Ann Y. Trinca, Esq., CPP, PCI, PSP



The alliance between WIS and WIFLE (Women in Federal Law Enforcement) was further strengthened at a joint networking reception held on August 26, 2014 in Washington D.C.

The networking event followed WIFLE's 15th Annual Leadership Training, an outstanding program attracting hundreds and featuring exceptional speakers from the law enforcement community. Panelists included Stacia Hylton (Director, U.S. Marshall Service), C. Renee Triplett (Deputy Assistant Director, U.S. Secret Service), and Michelle Leonhart (Administrator, Drug Enforcement Administration), who comprised a session entitled, "Women in Power: Executive Leadership Panel." The leadership training also included two special panel sessions on the Washington Navy Yard shooting and Boston Marathon bombing entitled, "Critical Incident Leadership Strategies: Women at the Helm." The distinguished speakers included Cathy Lanier (Chief, Metropolitan Police Department, Washington, D.C.), Carmen Ortiz (U.S. Attorney, District of Massachusetts), and other high profile women who played central roles in the tragic incidents.

At the networking reception, WIFLE President Catherine Sanz spoke about her sincere desire to help women in law enforcement prepare for the future, not only while serving in their federal roles, but as they transition into the private sector workforce. WIS members took the opportunity to discuss the value of involvement with ASIS International and WIS. Many WIFLE members expressed a particular interest in ASIS's professional certifications as a mechanism to make a successful career transition. Indeed, the respective missions of WIS and WIFLE share much in common, and WIS certainly looks forward to continuing this important strategic alliance.



Pictured from Left to Right: Kim Thompson, WIFLE Past President; Ann Trinca, WIS Strategic Alliance Committee Chair; Loye Manning, WIS Global Chapter Liaison Chair and ASIS National Capital Chapter Chair; Catherine Sanz, WIFLE President

Women's Advancement in Security: How to Close the Confidence Gap

By *Natalie Runyon, CPP*



Women only apply for a job if they meet 100% of the qualifications; men apply for a job when they meet 60% of the qualifications. Confidence plays a major role in women's willingness to take risks. Closing the confidence gaps between men and women requires 4 key actions:

- 1) Appoint yourself CEO; no one will do it for you
- 2) Communicate your performance

3) Discover your authentic leadership

4) Take small calculated risks to advance confidence. Here are the steps to address the aforementioned actions

Steps

1. Discover your core values. Identify your top 3 values. Analyze how well you are living those values.
2. Find your Strengths: How to separate yourself from the competition. Energetically, focusing on your strengths helps you to build confidence.
3. Define your CEO leadership mission. Identify your ideal career goal/role/title through imagination as your best self. Define the top skills you need in your ideal role. Connect your values, strengths/talents, and big dream to your career goals in one sentence.
4. Build your brand as CEO. Define how you want to be perceived in the marketplace and among influencers. Recognize your most important career champions. Enroll career champions into building your brand.
5. Build your Board of Directors (BOD). Identify one person in each of the following areas: mentors, connectors, influencers, peers, direct reports (past or present), manager (past or present). Match your knowledge, skills and abilities gaps for your ideal career role/job/title to BOD candidates. Prioritize your top 3 candidates and develop a strategy to enroll them on your BOD
6. Promote yourself guilt free. Get over the mindset that self promotion is bragging or boasting. View the fact that you are a woman as an asset, not a liability. You have the opportunity to gain visibility more easily. Learn how to manage the inner critic and its messages: "you are not smart enough," "you are not good enough," or "you are not worthy enough." Every time the inner critic starts running its mouth, say out loud, "DELETE."

I have taken more than 500 women and men through this process in the last 5 years, and two things are very clear:

- 1) The process brings clarity.
- 2) Those who have not engaged in a process or who are not willing to do anything differently, they are still stuck and things have not changed much.

Ask a Woman

by Elisa Mula



Women in Security has recently received the news from ASIS that we are now going to be considered a Council. Many women have asked, why is this important designation for our group? For our Ask a Woman series, we thought who better to ask than our upcoming new Chair, Gail Essen. In a recent conversation with Gail, she explained “Since our inception in 2009, WIS was structured and continues to operate as a council. Why is the classification so important? Previously, Councils were comprised of subject matter experts (SME) in a specific field. WIS members are SME’s crossing many fields in the public and private sectors. Being classified as a council is a public acknowledgement of our contribution to ASIS. It signifies our relevance to the future of the society.”

If there is one thing we have seen in the past two years of publishing this newsletter, it is that there are many women in this arena that contribute a tremendous amount to the efforts of Safety and Security around the world.

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Five Quick Tips to Sharpen Your Communication Skills

by Jennefer Witter



As a communications professional with three-plus decades of experience, I have had the opportunity to work with clients in an array of industries, from security to real estate to corporate. While these sectors vastly differ, I have learned that there are certain communication skills that translate across the board and lead to improved engagement and results. Here are five tips that will help you to achieve the results that you want.

Really Listen

Lots of people hear, but that doesn't mean they are truly listening. What's the difference? Active listening allows you to take in and process the granular nuances of what the speaker is saying and reflect back as needed to make sure you have it all straight; hearing is a more passive, arch-shaped method in which you get the gist of what's being said, but not the complete meaning. Being fully engaged makes you a far better communicator. How can you be certain you're doing so? Let the person finish their entire thought, avoid coming up with your retort as they are still speaking and, by all means, refrain from glancing at that iPhone.

Mind Your Tone

Today's reliance on time-saving technology means that we spend a good deal of time asking questions, requesting information or relaying feedback over email. However, since this form of communication is devoid of certain meaningful cues, given it's not a face-to-face interaction, a bit of caution is advisable. Remember, the other party cannot see your facial expression, view your body language or hear the inflection in your voice. This leaves your message open to interpretation. For instance, what may be meant to be direct can come across as aggressive; on the flip side, an urgent need can translate into a mere request. To avoid a faux pas, I advise re-reading your emails before hitting "send" and thinking about them from the perspective of the recipient. One way to come across friendly, but still professional: include a personable "hi" in your salutation. This one small word can take the edge off of what may appear to be a sharp message.

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ASIS Women in Security Council

.....*Continued from Ask a Woman*

Many of these women are in positions of responsibility, with the education and experience to back up the fact that they know a thing or two.

Often, these women go unnoticed, but we have come together for the purpose of celebrating and honoring those who have proven to the experts in their field. We thank these women for their determination and skills, and we thank ASIS for acknowledging the fact that they need to be recognized.

Writing Well

In today's 140 character world, with abbreviations and emoticons all around us, it may seem easy to take a shortcut when writing. Don't. You are what you present and, many times, the first interaction you have with a professional contact is an email. Misspellings, poor grammar, lack of punctuation – it's all noticed and, rightly or wrongly, it reflects upon you, your standing and education level. Even Twitter says to tweet in complete sentences!

Another item: Don't always rely on spell check – my first name is spelled differently and I won't bore you with the hundreds of emails where Jennefer is incorrectly spelled because of spell check. Take the time to proof your writing and, if you're not great at proofreading, ask a colleague to double-check your work. Better to take a little extra time to communicate not just the message, but how you want to be perceived.

Choose Words Wisely

Words are words, right? Not exactly! Adding qualifiers and what I call "diminishing" terms to sentences takes away their power. Think of the following phrases: *I just...*; *I'm only...*; or *Sorry, but I disagree* (a simple, "I disagree" accomplishes the same thing and asserts that you don't need to apologize for having a different opinion or professional take). And, while please and thank you certainly have their place in conversations, when overused or inserted constantly, they tend to lose meaning. One last pointer: the way you speak is just as important as what you say. Raising your pitch at the end of a statement can make it sound like a question, rather than a statement. Say what you have to say, but keep your voice level throughout.

Stay on Message

It's easy to get off topic in today's nano-second paced world and to forget the points you are trying to make. One way to steer clear of being thrown off track by a question is to acknowledge it and then move forward. You can say, "That's a good question, which I will address as soon as I finish what I was saying about..." and then segue back to the matter at hand.

Communication skills are an important professional element and can be a determining factor in your career. How well you listen, write and communicate can set you apart and get you to the next level.

The Ultimate Asset Protection Plan: Make Workplace Wellness Work for you

by Jean Kristensen



Every year companies and individuals spend thousands, even millions, of dollars on asset protection-- property, facilities, and equipment. But, successful business owners and CEOs know that their most valuable asset is human capital; staff. So, what is the ultimate asset protection plan? Workplace wellness!

This realization may be why approximately half of U.S. employers with more than 50 employees offer some form of wellness initiatives¹. But, what about the other fifty percent and small businesses? With the competing demands and rising costs on business owners and CEOs, workplace wellness can be seen as a luxury and cost prohibitive especially in low wage markets with small profit margins. With goal setting, planning, and creativity, workplace wellness makes business sense and arms any employer with tools to protect their greatest asset.

In a recent Report to Congress on Workplace Wellness, an employer survey revealed that "60 percent of employers offering a wellness program stated that their programs reduced healthcare costs, and around four-fifths reported that they decreased absenteeism and increased productivity."² Other studies report "a savings in medical costs ranging from \$11 to \$626 per year"³ The impact of wellness programs is further illustrated in "Feasibility and Needs Assessment of Worksite Health Promotion Programs for UNC Facilities Services Staff", "Effective WHPPs (worksite health promotion programs) improve worker health, morale, and job satisfaction, reduce absenteeism and injuries, increase productivity, lower health care premiums, and ultimately produce cost-saving benefits for employers."⁴

Although there is significant evidence on the economic and humanistic merits and legislative support through the Affordable Care Act, when it comes to workplace wellness, one size does not fit all. Goal setting is key to making workplace wellness work of you⁵. From the onset in order to maximize return and results, it is important for an employer to be clear about their desired outcomes which should subsequently drive program choices. Initiatives vary in cost, frequency, and intensity and can range from education (public awareness) to prevention (life management) to intervention (disease management). So, regardless of your business size, with a little planning, you can protect your most valuable asset while helping your bottom line.

¹ S. Mattke, H. Liu, J. Caloyeras, C. Huang, K. Van Busum, D. Khodyakov, V. Shier; Workplace Wellness Programs Study, Final Report, 2013, Rand Corporation

² Report to Congress on Workplace Wellness, 2013, U.S. Department of Health and Human Services

³ Report to Congress on Workplace Wellness, 2013, U.S. Department of Health and Human Services

⁴ M. Brown, L. Guzman, M. Mayer, A. Patel and M. Pember; Feasibility and Needs Assessment of Worksite Health Promotion Programs for UNC Facilities Services Staff, 2014

⁵ S. Mattke; Quick Takes: Do Workplace Wellness Programs Make Business Sense?, 2014

ANNOUNCEMENTS & EVENTS

- WIS – Singapore held their first WIS event! Congratulations!



If you have any interesting or inspirational anecdotes that you would like to share with us, please send us an email – wis-liaison@asis-capital.org.

ASIS Women in Security Council

WIS Mission

The ASIS International Women in Security's (WIS) mission is to provide support and assistance to women in the security industry as well as to inspire those interested in entering the security industry through tailored programming and mentoring.

WIS will support and promote its global members by utilizing collaborated skills and talents to strengthen leadership abilities.

Ethics

The ASIS International Code of Ethics is located in the Legal book of the *Protection of Assets*, and the entire first chapter is dedicated to the subject of ethics. It defines business ethics as "the field of ethics that examines moral controversies relating to business practices in any economic system." It further considers legal implications and states that activities, such as bribes or selling expired baby food, are acceptable in some countries.

In her book, *The Art of Investigating Interviewing*, Inge Sebyan Black tells us that "every organization has an ethical strategy, whether explicit or implied", and that they need to "have its specific ethical standard written down, describing its strategy."

ESRM - Enterprise Security Risk Management

Security Management published an article written by Mary Alice Davidson, titled *Managing Risk Across the Enterprise*. "Identifying and mitigating risks across an organization is the purview of enterprise risk management (ERM), which may entail everything from avoiding litigation to assessing credit risk. A subset of ERM is enterprise security risk management (ESRM). It encompasses the more traditional security risks, such as asset protection, as well as broader security issues, such as safety, IT security, and brand integrity. The goal of both ERM and ESRM is to transcend traditional management silos to improve risk assessment and reduction. Security professionals who know how to facilitate ESRM and fit it within the broader ERM landscape will have a permanent seat at the C-suite table."



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