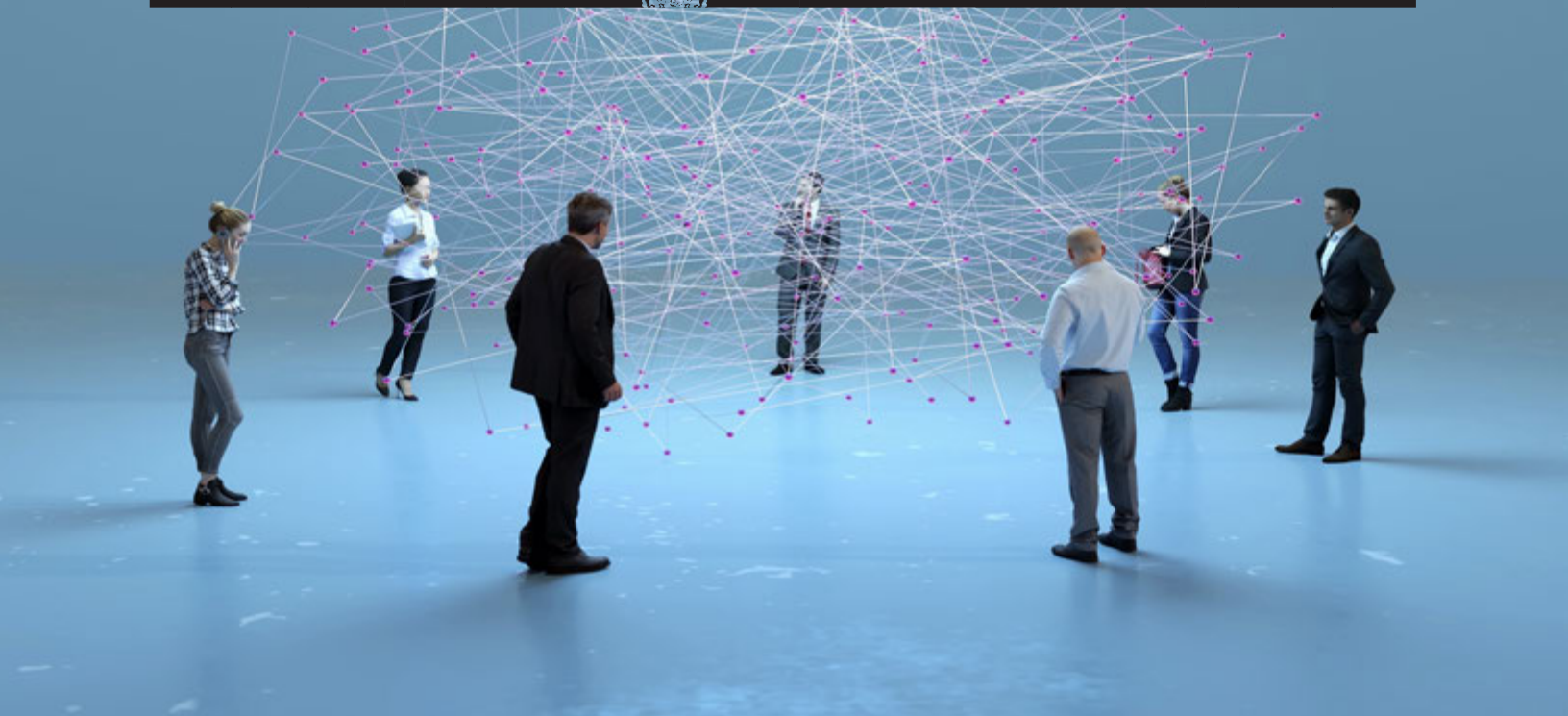# NOOK

PEOPLE_ANALYTICS

NOOK PROGRAM

November 3, 2022

A People Analytics Event

ADVANCED ONION

NOOK, People Analytics
AGENDA DRAFT

Thursday, November 3, 2022

7:30	Check-In Table Open
7:30 - 8:30	Breakfast
8:30	Welcome Address from Advanced Onion
8:35 – 9:20	KEYNOTE - Dr. Eric Lang, Director, PERSEREC, Defense Personnel and Security Research Center (PERSEREC) Office of People Analytics (OPA)
9:20 - 9:35	SPONSOR SPEED ROUND! (all sponsors give a 5 min. impromptu intro to their company)
9:35 - 9:45	Break
9:45 – 10:30	JT Mendoza, Head of Global Risk Managment & Investigations, CGI
10:30 – 11:15	Paul Brown, Chief Product Officer, Koverse an SAIC Company
11:15 – 11:25	Break
11:25 – 12:10	Grace Clemente, Director of Insider Threat & Counterintelligence, Anduril
12:10 – 1: 10	Lunch
1:10 – 1:55	Dr. Michael Hauck, Chief, Ai & Data Science and Ms. Ashley Dalisera, Deputy Chief, Ai & Data Science, Defense Counterintelligence and Security Agency (DCSA)
1:55 – 2:40	Charlie Sowell, CEO of SE&M Solutions LLC
2:40 – 2:50	Break
2:50 - 3:35	Val LeTellier, Founder & COO, 4thGen
3:35 - 3:50	DEMO by Michael Douglass, President, Advanced Onion, Inc.
3:50 – 4:50	OPEN PANEL DISCUSSION with Brad Morris, Chief Technology Officer, Advanced Onion; Dr. Eric Lang; JT Mendoza; Charlie Sowell
5:00 – 7:00'ish	Networking Reception (beachfront with hors d'oeuvres and open bar)

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WELCOME TO NOOK, A PEOPLE ANALYTICS EVENT

The 1st event of its kind - a niche conference focused on people analytics as it relates to data science and insider threats. Inspired by our very own Founders of Insider Threat Summit, Advanced Onion wanted to bring you an event that was more intimate in scale and specific with its topic. Your content and feedback is what makes Nook special, and we value all the event participants. Thank you for sharing your time and perspectives at Nook, the optimal platform for discussing people analytics, behavioral sciences and more.

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Advanced Onion's events are unique in that they are solution-focused, vision-driven and strategically geared to meet the needs of the attendees. We encourage a high level of engagement from all participants, which in turn will benefit sharing insights and stimulating solution-focused conversations. We bring the industry's most relevant overarching topics and best-of-breed leaders from technology, data, security and cyber arenas to the Federal, State, local, educational and commercial audiences. Through carefully selected presentations and networking opportunities there is an endless amount of value at Advanced Onion events. Participants leave feeling seen, heard and excited to apply newly found tools and theories to their organizations.

THANK YOU TO OUR SPONSORS!

ANDURIL

KOVERSE
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Forcepoint

4TH GEN

KEYNOTE - Dr. Eric Lang
Director, Defense Personnel and Security Research
Center (PERSEREC) Office of People Analytics (OPA)

8:35 - 9:20

Greatest Opportunities for Countering Insider Threats: The Science of Human Factors
Insider threats, especially cyber problems, have increased significantly in recent years, undermining mission execution, organizational well-being, and national security. The presentation and discussion will focus on several human factors issues representing the greatest gaps and opportunities for addressing Insider Threat concerns in government and non-governmental organizations. Material will be drawn from Dr. Lang's (Aug, 2022) journal article, "Seven (Science-Based) Commandments for Understanding and Countering Insider Threats," which can be found at:
https://citrap.scholasticahq.com/article/37321-seven-science-based-commandments-for-understanding-and-countering-insider-threats

John "JT" Mendoza
Head of Global Insider Risk Management & Investigations at CGI;
former Deputy Director USAF

9:45 - 10:30

Insider Risk Management: Redefining the Challenge
Not only have costs of insider threat/risk incidents increased over the past 5-7 years, organizations have also had to face challenges from a global pandemic, increased work from home considerations, continued ransomware threats, economic recession, and the list goes on and on. The one common denominator is the role "trusted insiders" play in all these challenges, which has caused many organizations to develop insider threat/risk programs. As organizations prioritize insider threat/risk programs, it is critical to truly understand the challenge. In this presentation, JT Mendoza shares from his experience and exposure to numerous insider threat/risk programs for large, international organizations over the past 25 years. A member of the working group responsible for drafting National Policy and Minimum Standards and EO 13587, JT provides his perspective on the need to redefine the challenge in order to address it properly. This thought piece on the true challenge for insider threat/risk professionals will outline often ignored behavioral considerations, critical to address for success.

Paul Brown
Chief Product Officer at Koverse, an SAIC Company

10:30 - 11:15

Secure and Scalable People Analytics
Security-conscious organizations struggle with safely using their most sensitive datasets, often isolated in silos and inaccessible to some that need it and accessible to some that don't. In this session, Paul Brown, Chief Product Officer at Koverse, draws from his industry and intelligence community experience to lay out an approach to securing data – such that only those with "need to know" can access it, while at the same time eliminating data silos and improving analytic capabilities. Paul will share insights on how a quick, agile, and scalable people analytics development approach coupled with fine-grained ABAC security, can safeguard against insider threats.

Grace Clemente
Director of Insider Threat & Counterintelligence at Anduril Industries

11:25 – 12:10

Building a functioning insider threat program in 6 months with a focus on behavioral analytics and monitoring
Detecting sophisticated insider threats in an age dominated by technology requires a rethinking of traditional counterintelligence paradigms. Leaders must corral cross-functional teams from across organizational boundaries to synthesize disparate data points into high signal context that proactively stops or rapidly detects malicious insiders. Analysts must speak the language of IT and cybersecurity teams, whose systems they must integrate into their behavioral analytics pipelines. In this session Grace Clemente will relay her experiences building insider threat programs focused on protecting the intellectual property of advanced spaceflight and defense technology companies, and the characteristics of what makes a modern insider threat program successful. She will pass on lessons learned, practical recommendations, and patterns to avoid for those looking to level up their insider threat program and turn it into a critical enabler of the business.

Dr. Michael L. Hauck
Chief, Ai and Data Science at Defense Counterintelligence and Security Agency (DCSA)

Ms. Ashley Dalisera
Deputy Chief, Ai and Data Science at Defense Counterintelligence and Security Agency (DCSA)

1:10 – 1:55

An Ai Journey Supporting National Security
This will talk about DCSA's path for operationalizing the people analytics research done on our behalf by AAG/RFL and PERSEREC for our Personnel Security, Insider Threat, Industrial Security, and Counterintelligence missions.

Charlie Sowell
Chief Executive Officer at SE&M Solutions LLC

1:55 – 2:40

Quantum Trust™
The Federal Government is beginning to highlight the challenges and opportunities arising from quantum computing and artificial intelligence. Sue Gordon, former principal deputy director of national intelligence, wrote a joint commentary with U.S. Navy veterans John Richardson and Michael Rogers urging organizations to start their efforts to migrate cybersecurity procedures to post-quantum cryptography. The Insider Threat and Security communities should begin preparing for a post-quantum world now. The Quantum Trust world will feature a hyper-individualized, data-rich, AI-enabled operating environment. Quantum Trust decisions will be faster, better-informed, and more equitable than anything we could institute today.

Val LeTellier
Founder and COO at 4thGen

2:50 - 3:35

Red Flags, Reimagined
With insider events increasing in number and cost, we're faced with a grim reality – traditional countermeasures are inadequate, particularly in remote and hybrid workplaces. We need to identify at-risk employees earlier in their movement along the insider threat critical path and create 'decision advantage' for analysts. Fourth Industrial Revolution developments make this possible. Ubiquitous technical surveillance, online sharing of personal information, and robust data analytics are game changers, enabling advanced predictive analysis of employees at scale. Specifically, we can use behavioral and public data to enrich the network, access control, and human resources data we're collecting, and use machine learning algorithms for automated, continuous, and holistic whole person/whole threat risk scoring. By doing so, we can preempt insider threats and engage vulnerable employees -- decreasing attrition, increasing morale, and contributing to a positive security culture. Bottom line, we can make continuous evaluation more proactive, effective, and efficient.

Michael Douglass
President at Advanced Onion

3:35 - 3:50

Challenge - Identify & Track Transnationals Online
In response to a DIUX challenge, AO developed and will share a concept integrating a team of seven companies, for identifying and tracking transnational criminals online.

OPEN-PANEL DISCUSSION

Brad Morris
Chief Technology Officer at Advanced Onion
with Dr. Eric Lang, Director, JT Mendoza and Charlie Sowell

3:50 – 4:50

Discussing: What are critical people analytics opportunities?
The Open-Panel discussion will be based on our panel members' expertise and the many relatable insights brought up by attendees during Nook. This will allow our panel to engage with the audience on the most timely and relevant perspectives, controversies and solutions.