



Mastercard Emerging Leaders Cyber Initiative

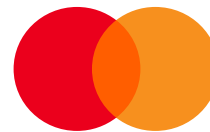
For women & non-binary leaders
who want to shape
the future of Canadian cybersecurity

2023/24

The Mastercard Emerging Leaders Cyber Initiative (ELCI) is a leadership program from Rogers Cybersecure Catalyst at Toronto Metropolitan University designed to empower women and non-binary leaders through an in-depth understanding of organizational digital risks and mitigation strategies; enhanced leadership skills; and access to a supportive, high-impact professional network. ELCI is for women and non-binary leaders who seek to advance into executive-level positions in cybersecurity or related fields.

Rogers Cybersecure Catalyst is grateful for the support of Mastercard, whose investment is supporting the development of women and diverse leaders in cybersecurity.

Mastercard's generosity is meaningfully contributing to the development of a diverse community of cybersecurity leaders, growing the talent pipeline Canada needs to secure our nation's digital transformation. Through its contribution to the Catalyst, Mastercard is building on its commitment to supporting Canadian innovation and technology talent, while also driving diversity in the cybersecurity sector.



“It was a very holistic approach to **building leaders that would advocate for cyber** regardless of one’s profession. I love the multidisciplinary approach and the emphasis of **building strong community and network.**”

- ELCI Learner 2022/23

Why ELCI?

INDIVIDUAL BENEFITS

- Gain an in-depth and strategic understanding of organizational digital risk and cybersecurity management considerations.
- Build your business foundations and executive strategy toolkit.
- Develop your leadership and human skills.
- Be mentored by, and network with, senior business leaders.
- Learn from a range of guest speakers who are global experts in their fields.
- Gain access to a long term professional community via alumni programming.

ORGANIZATIONAL BENEFITS

- Strengthen your organizational leadership capacity.
- Improve high-potential employee engagement and retention.
- Deepen organizational knowledge of the latest digital risk mitigation practices and strategies.
- Nurture diversity in your talent pipeline.



ELCI Advisory Group

The ELCI program has been developed under the guidance of a globally-focused Advisory Group, made up of Canadian public, private and academic sector leaders.



Dr. Atefeh Mashatan

Canada Research Chair;
Director, Cybersecurity
Research Lab and Associate
Professor, Toronto
Metropolitan University



Lloyd Komori

Board Director;
Risk Management Expert;
Teacher



Michèle Mullen

Director, Project Delivery
Satellite Communications,
Department of National
Defence



Robert W. Gordon

Strategic Advisor,
Canadian Cyber Threat
Exchange



Sundeep Sandhu

Vice President of Cyber
Security and CISO
Rogers Bank, Rogers
Communications

Program Advisors and Lead Instructors

We are very fortunate to count Melissa Hathaway and Sarah Lang as ELCI's Program Advisors and Lead Instructors. Their deep expertise in their respective fields is partnered with significant experience in impactful curriculum design, and a sincere desire to effect positive change at the executive level. As Lead Instructors, they will be co-delivering the program, along with invited expert guest faculty and topical speakers.



Melissa Hathaway

President, Hathaway
Global Strategies LLC,
CIGI Board Member

Melissa Hathaway is a globally recognized thought leader in the fields of cybersecurity and digital risk management. She served in two U.S. presidential administrations, spearheading the Cyberspace Policy Review for President Barack Obama and leading the Comprehensive National Cybersecurity Initiative for President George W. Bush. After her government service, Ms. Hathaway established Hathaway Global Strategies, LLC, bringing a multi-disciplinary and multi-institutional perspective to strategic consulting and strategy formulation for public and private sector clients.



Sarah Lang

MA, PCC, CPCC

Executive Leadership and
Communications Coach

Sarah Lang is a leadership and speaking instructor and an executive coach. She works globally as a partner with Google's Mastery Faculty community of facilitators and as a coach with Corporate Speech Consultants. Closer to home, she is an instructor at the University of Toronto School of Continuing Studies, where she teaches Public Speaking and Leadership Presence. Sarah is a certified coach with CTI, and is a Professional Certified Coach (PCC) Credential-holder. She obtained her M.A. from the Munk Centre for Global Affairs, at the University of Toronto.



Program Director



Trish Dyl

Director, Corporate Training
& Cyber Range
Rogers Cybersecure Catalyst

Trish leads the Corporate Training and Cyber Range team, bringing experiential learning to public and private sector clients. With experiences as a business development and policy leader in the Government of Ontario in economic development, Trish is able to apply her stakeholder engagement, strategic and program development skills to the team as they seek out opportunities to build the cyber skills and security of companies and individuals across the country through bespoke programming. Trish is committed to ensuring that women excel in cybersecurity and take their place at the leadership table. She fosters strategic partnerships within the Canadian cybersecurity sector and the broader community to build pathways and programming to advance the Catalyst's goals of bringing cybersecurity awareness to people and organizations alike.



“This was life-changing
and I feel like it was
thoughtfully built.”

- ELCI Learner 2022/23



Curriculum & Schedule

A part-time, hybrid program, ELCI will run from October 2023 to April 2024. The core of ELCI's programming will be delivered through **six instructor-led modules**.

MODULE	DESCRIPTION	LOCATION & DATES
The Digital Threat Landscape	An exploration of the breadth and depth of an organization's digital threat landscape. Explore how to mitigate global and domestic risks by assessing threats and ensure security and resilience is considered in business decisions across an organization.	In-person: Toronto Brampton, ON October 22 - 25, 2023
Law & Regulation	A deep dive into the organizational risks and obligations posed by cybersecurity, privacy and data protection laws and regulations across Canadian and international jurisdictions.	In-person: Toronto Brampton, ON November 19 - 22, 2023
Business School 101	Learn to build a business case by assessing and effectively articulating benefits, costs, risks and ROI; and how to incorporate digital risk considerations into investment and merger/acquisition due diligence.	Virtual January 2024 Wednesdays (2-3 hour timeslot TBD)
Supply Chain Dependencies	An in-depth look at an organization's third-party ecosystem. Gain an understanding of supply chain dependencies and threats, learn how to conduct vendor risk assessments and explore risk mitigation strategies.	Virtual February 2024 Wednesdays (2-3 hour timeslot TBD)
Leading through a Crisis	A dive into incident response planning and considerations including crisis management, mitigation and recovery. Develop your capacity to prepare for and respond to major unforeseen events through experiential learning.	In-person: Toronto Brampton, ON March 17 - 20, 2024
Emerging Tech & Innovation	Delve into the key trends that are shifting the field, including digital assets, artificial intelligence and machine learning, quantum computing and resistance, industrial IoT and 5G edge computing.	In-person: Toronto Brampton, ON April 14 - 17, 2024



Programming and supports

Core modules are complemented by a range of programming and supports focused on strengthening the leadership and professional skills needed to become changemakers within the cyber sector.



Human Skills Development

ELCI's Human Skills curriculum covers topics such as executive presentation skills, building a personal brand, and supporting team mental health. Through interactive workshops and discussions, learners explore and solidify a blend of concepts and practical tips. The formal curriculum is augmented with intimate fireside chats with leading women in the industry, providing a unique opportunity to learn from those that have blazed the trail before them.



Capstone Projects

Learners consolidate their program learning with a cumulative capstone project requiring a demonstration of newly developed digital risk management strategies, multi-disciplinary perspectives, and executive communication skills. Working in assigned teams through the course of the program, learners are expected to complete an in-depth written report, and present to an executive panel representing a Board of Directors.



Career Mentorship

Career mentorship is a key component of the program. Learners will be matched with a senior leader who has committed a minimum of 10 hours of one-on-one support during the course of the program. Mentors will provide personalized career advice, insights and support in line with learners' professional goals.



Network Building

A significant focus of ELCI is building up a supportive network. As such, there are a number of opportunities for the learners to work, socialize and share ideas with each other. In addition, ELCI brings in expert guest speakers and hosts a number of networking receptions, providing numerous opportunities to meet senior industry leaders.



Admissions Criteria

ELCI is designed for women and non-binary leaders who aspire to senior executive-level positions with oversight over organizational cybersecurity and related functions.

The ELCI cohort will be composed of participants with a mix of technical and non-technical

backgrounds. ELCI participants have, or have had, roles that take account of cybersecurity and digital risks across a variety of business areas including, but not limited to: strategy and operations, finance, IT and cybersecurity, information management, law, privacy and data governance, and risk management.

Successful candidates will possess the following qualities:

- **Professional achievement.**

Demonstrated expertise in their field with responsibilities that take account of digital risk.

- **Leadership experience.**

Proven track record of leading people and processes; 10+ years of related experience with job titles such as Senior Manager, Director, VP or equivalent.

- **Upward career progress.**

Successful organizational impact, with aspirations for an executive-level role.

Applicants must currently reside in Canada and be a Canadian citizen, Permanent Resident or Convention Refugee.

Thanks to the generosity of Mastercard, ELCI is offered at no cost to participants. However, participants will be responsible for their own travel and accommodation costs for the in-person residencies.

How to Apply

Application deadline: June 21, 2023

Step 1 - Initial Application

Qualified women and non-binary people are invited to complete an online application, available at the Catalyst website: cybersecurecatalyst.ca/elci/.

Before applying please be sure you are able to commit to the program schedule - including all four in-person residencies - as well as 8-10 hours/month outside of formal class time for group work, readings and mentor connections.

Please note that the application will require:

- An up-to-date resume
- A personal statement of interest (no more than 500 words)

Step 2 - Online Interview & References

A shortlist of applicants will be invited to complete an online video interview in early July. Names and email addresses of two references will also be requested at this time. References required will include:

- One Professional reference: Current employer, former employer, career mentor or professor.
- One Leadership reference: Someone you have managed or mentored, either formally or informally.

Decisions

Successful candidates will be notified by August 15, 2023.



“It was such an honour and privilege to be in the room with such an amazing group of women.”

- ELCI Learner 2022/23



Empowering individuals
and organizations.

to seize the opportunities
and tackle the challenges
of cybersecurity.



ROGERS
cybersecure
catalyst

www.cybersecurecatalyst.ca

Rogers Cybersecure Catalyst is committed to providing an inclusive and barrier-free environment, beginning with the application process.

If you have any questions about the program or need to be accommodated to fully participate in any phase of the application process, please contact elci@torontomu.ca.

Rogers Cybersecure Catalyst is Toronto Metropolitan University's national centre for training, innovation and collaboration in cybersecurity. Headquartered in Brampton, Ontario, and offering programs and services across Canada, the Catalyst empowers individuals and organizations to seize the opportunities and tackle the challenges of cybersecurity.