# The Internet of Too Much Information

*MiC Monthly Newsletter*

**MIC COMMUNITY CALL:**

**OCT. 15TH 5PM ET | 4PM CT**

**TOPIC: LEVELING UP: THINGS YOU CAN DO NOW TO PREPARE YOURSELF FOR THE NEXT LEVEL**

*Coming Soon*

**L**EADERSHIP
**E**DUCATION &
**A**DVANCEMENT
**D**EVELOPMENT

Privacy gets a lot of attention and is driving a lot of laws, rules, and regulations worldwide that impact how information is not only collected but used. There are crossovers into the information security space as some laws state that a failure to protect the personal information your company collects becomes an automatic violation of that privacy law.

Of course, there are some countries that take privacy more seriously than others, the E.U., Canada and now even China have comprehensive privacy laws. By comprehensive I mean a law that covers all businesses, no matter the size, no matter the sector or industry and dictates protections for individuals when collecting personally identifiable information. Unfortunately, the U.S. does not and as a result we are woefully behind when it comes to protecting people's privacy and it is going to be hard to get the genie back in the bottle!

US citizens, specifically, have become accustomed to a certain customized experience when it comes to their internet activity. This uniquely individualized experience means there is a plethora of data being collected about you personally. Privacy laws usually give an individual an option to keep their current experience or pick and choose their experience. The danger here is that the computers, i.e. algorithms, know more about you than you know about how they work! There is absolutely no transparency in the coding behind these algorithms as Frances Haugen, the Facebook whistleblower, testified to Congress. She surmised, and many would agree, that it is this lack of transparency that allows Facebook to operate "in the shadows."

Privacy laws are designed to give the individual an opportunity to have some guard rails put in place on companies who do nothing more than sell your information. In addition, transparency in the algorithms themselves and what they do, would lead to individuals making more informed decisions on who to trust when sharing their data.

# A Message from our CEO

## Getting Out Of Your Own Way – Insecurity and Doubt pt. 2

Last month we talked about the role insecurity and doubt play in your level of success as an individual. This month I want to talk about how insecurity and doubt can hamper you as a leader. When you make the shift from individual contributor to people leader you must change your entire approach to your job. It becomes less about you and more about how you motivate your team to achieve your teams' goals. Your team then looks to you for guidance, stability and well leadership.

Insecurity and doubt can derail your efforts to deliver team results. Once you start questioning your every move, your team will question their every move, and nothing gets done! One of the mistakes individual contributors make when jumping to people leadership is the concept of control. As an individual you can control your effort and maximize results based on your own talent. A people leader must let go of control and resist the urge to tell someone "what" to do or orchestrate "how" they get it done. Allowing your team to deliver in a way that is different from "your way" builds trust and trust is paramount when leading a team. Attempting to control everything on your team is a sign of insecurity and doubt within yourself as a leader.



**Mary N. Chaney**
Chairwoman, CEO & President
Minorities in Cybersecurity, Inc.

My first role as a people leader was my first job in corporate after leaving the FBI, it was with GE Capital. When I started there were four (4) people I directly managed, and I hired five (5) additional people. I credit GE for helping me develop as a people leader, foundationally the FBI created a very strong individual person, but the ins and outs of people leadership is something I learned through the leadership training I received at GE. Developing people leadership skills, like defining your leadership style, understanding various communications styles and the different ways to motivate individuals are lessons I continue to learn and put in use to this day.

Unfortunately, when doing my own research there did not appear to be much out there to help our budding leadership community develop these important skills. It is one thing to read something in a book and something completely different to attend an effective leadership program. It is with this goal in mind that we are launching the MiC L.E.A.D. program in early 2022, to help pass along not only basic leadership skills, but those that are catered with the minority leader in mind. We will be sharing more with you in the months to come.

## *Lesson: Knowledge cures insecurity and doubt.*