



February 2025

# MiC News

MiC Family Grows!  
A Warm Welcome to Cohort 4.

Welcome to  
**COHORT 4** of the



**TALENT**  
—SOLUTIONS—

Registered Apprenticeship Program





# MEMBER SPOTLIGHT

## Tell us about yourself.

I am a Southern VA native, while I spent most of my career in Richmond Virginia, I graduated from Halifax County High School in 2005 where I began my food service career in hospital dietary services. After relocating to Richmond, VA I quickly grew tired of the food service culture and decided to enroll at ECPI University where I obtained a bachelor's in information security and a Masters in Cybersecurity.

Throughout my tech career I have had the opportunity to support telecommunications, law practice, home office, physical security, financial and investment technologies.

As an adamant believer of whole life wellness and humanitarianism it is in my nature to serve. I have supported efforts of grade school coding mentoring, minority cybersecurity development, community rebuilding, self-defense, political canvassing, HIV/STD testing and outreach, and LGBTQIA social justice advocacy.



**KEL ROYSTER**

**VP of Application Support  
BNY**

As of most to date, I currently reside in Central Florida where I am a full-time father and grandfather. I am VP of Application Support at BNY. In my free time, I enjoy outdoors, working out, mentoring, and exploring Florida.

## Looking back on your career, what were some of the pivotal moments that helped you advance to your current cybersecurity role?

Pivotal moments were always when I took a chance and tried something new. Aside from just studying and getting a degree I found my most overall success by becoming a part of something bigger than me and always showing up. When I applied for MiC, it was a game



changer for me holistically. It allowed me to be around people who were professionally and physically like me where I didn't feel like I had to code switch which allowed me to let me guards down and become teachable and see ways to improve not only as a professional but as parent and a maturing black man living in a new environment.

### **How has your approach to cybersecurity evolved as you've gained more experience in the field?**

My approach has evolved over the years where I look to gain as much research and root cause vs just fixing the issues.

### **What's one tip you can give?**

Make your purpose your prerogative!

### **What do you consider the most rewarding aspects of being a senior cybersecurity professional?**

Being able to support, learn, train, develop, and work alongside all types of people from all walks of life.

**Any fun facts you'd like to share with our readers?**

Sagittariuses are awesome!





# Lead Like an Avenger: From Hulk to Captain America

by Anthony Briscoe

---



In today's fast-paced world, leadership can often feel like choosing between two extremes: the raw, reactive energy of the Hulk and the strategic, empathetic approach of Captain America. This article explores how leaders can evolve from an impulsive, reaction-driven style into a thoughtful, principled, and empowering style.

If you've ever seen Marvel's first Avengers movie, you know what happens when Bruce Banner loses control. As the Hulk, his good intentions can quickly escalate into overwhelming force—destroying buildings and leaving chaos. In a leadership context, this style manifests as quick, impulsive decision-making that often neglects the long-term consequences. Although such decisive actions may produce immediate results, they can come at a high cost: undermining team morale and creating a fear-driven environment where employees feel intimidated rather than empowered.

In contrast, Captain America represents a leader who blends strategic thinking with a strong moral compass. His defining moments—like sacrificing his safety to

protect his comrades—illustrate how calculated decision-making can balance risk with empathy and responsibility. This thoughtful approach inspires trust and fosters an environment of collaboration. Leaders who follow this model focus on long-term impact, ensuring that every decision aligns with core values while building team confidence and cohesion.

Yet, his nobleness caused him to believe that his goals were always the objectives of his leadership. Being heroic without wisdom led him to have a jaded view of reality, which was a blind spot in his leadership.



The key to evolving as a leader is not to abandon one style in favor of the other entirely but rather to integrate the strengths of both approaches. Cultivating emotional intelligence is essential; it enables leaders to recognize when reactive impulses arise, pause, evaluate the situation, and consider the best course of action. Empathy allows a leader to understand team concerns better and encourage collaborative problem-solving, leading to more balanced and effective decision-making.

In addition, practicing strategic reflection is vital. Leaders must regularly assess the impact of their actions on both performance outcomes and team morale, ensuring that each decision aligns with the organization's long-term goals. Embracing dignity in leadership, as advocated by Dr. Donna Hicks, further enhances this approach. Prioritizing dignity in every interaction helps maintain respect even during crises, transforming impulsive reactions into measured responses that are ethical and resilient. Setting clear expectations through a transparent framework for accountability ensures that the pursuit of results does not overshadow the growth and unity of the team.

No leader is an island (unless you like to be alone, and you surely will be without adjusting your leadership technique). Utilizing available resources can help you discover and refine your leadership style. Self-assessment instruments like Myers-Briggs offer insights into personality traits and decision-making tendencies, assisting leaders to understand their inherent styles. Resources such as MindTools and Eneagrams provide further guidance on identifying areas for growth. In parallel, engaging in mentoring and professional development brings new perspectives and reinforces the balance between strategic thinking and emotional intelligence, paving the way for continuous improvement. Don't wait for your employer to empower you. Take the lead for yourself. Of course, seek any opportunities they have for professional development and coaching, but ensure you take responsibility for your growth.

After 11.5 years in my organization, I was passed over for an executive role—with the explanation that I valued people over the organization. While I thought it was bull (see, the Hulk always lurks), my results always showed that I was for the organization. I share this to say no matter how much you develop, don't give anyone your power or dignity. Some organizations are not for you, but I guarantee a company will appreciate your value and what you bring to the table. Integrating the Hulk's decisiveness with Captain America's compassion can drive both performance and trust. Every challenge, even those that feel like a setback, offers a lesson in becoming a more effective leader.

The evolution from a reactive, force-driven leader to one who leads with dignity, strength, and empathy is an ongoing journey. By merging the raw power of the Hulk with the thoughtful strategy of Captain America, you can create an environment where decisive actions and genuine care coexist.

Reflect on your leadership style: Is your team driven by fear or reason? Do your actions empower your team or create distance? Embrace a balanced approach, seek continuous growth, and lead with dignity to transform yourself and the organization you serve.

Find your balance, learn your style, and be the difference in leadership that inspires authenticity, collaboration, success, and positive outcomes.



# MiC Announcements

## 2025 MiC ANNUAL CONFERENCE

March 23rd-27th, 2025 | Dallas Texas

**THEME: GET COMFORTABLE BEING UNCOMFORTABLE**

Register here:

[bit.ly/MiC2025](https://bit.ly/MiC2025)

[Learn more](#)



### MiC LEAD Aspirers™

Coming up on:  
February 28, 2025

### MiC Drop Prep™ Sessions

Coming up on:  
March 04, 2025

### Ms. Mary's Podcast Episode:

STORM ⚡ WATCH

Cybersecurity Under Fire:  
MiC Leadership, Edge Device Threats,  
and Black Basta Secrets



Featuring Special Guest Mary N. Chaney

CYBERSECURITY NEWS

**View here:**  
[greynoise.io/stormwatch](https://greynoise.io/stormwatch)