



**SECURITY
DREAMIN'**

Fixing the Security Culture Gap

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& Joel Tosi



GROW TOGETHER

OCTOBER 23, 2026



SUPPORTED BY

EzProtect

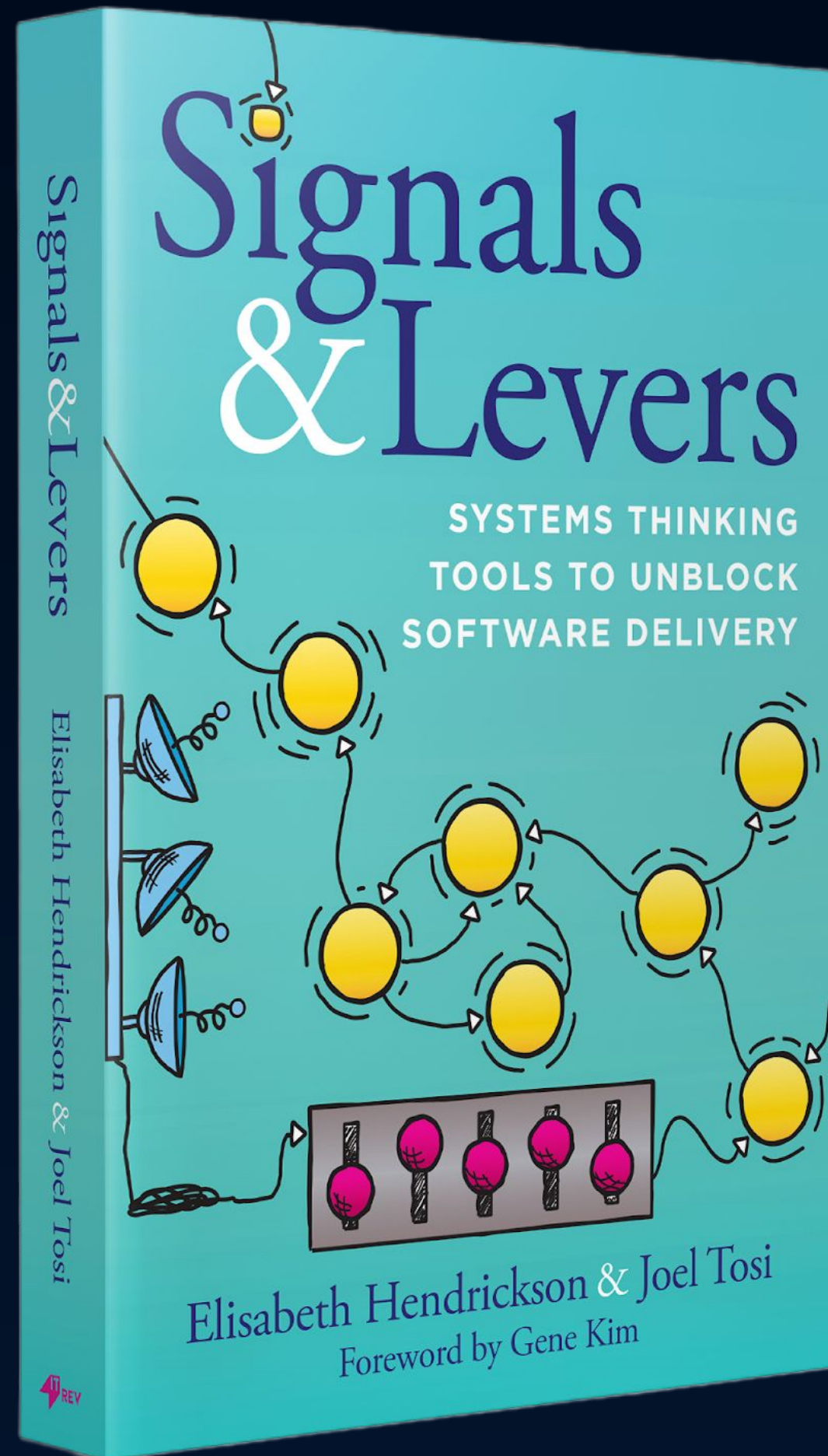
Salesforce Threat Protection

Gap?

Security is very
important!

Well no. But
security is very
important!

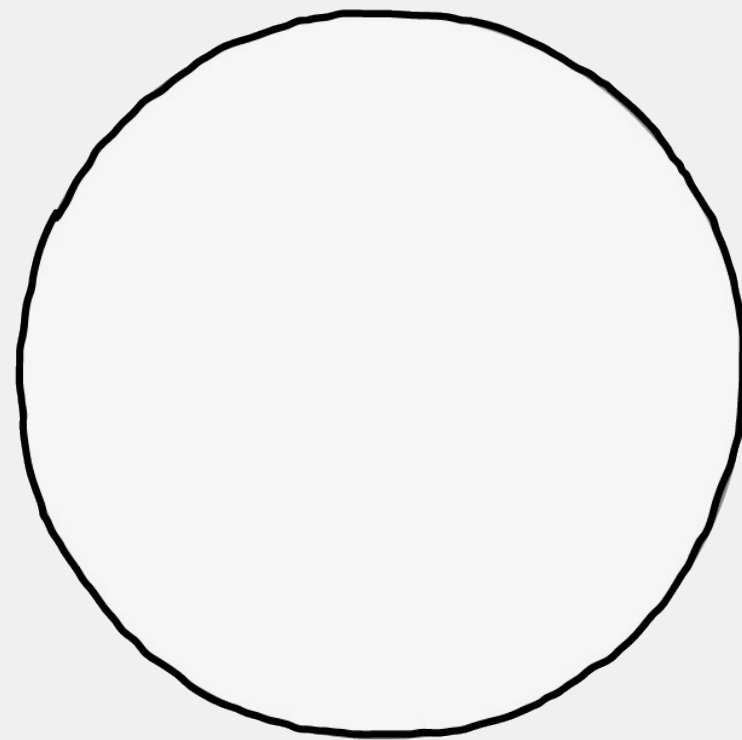
So...we should pause
the custom form work
to strengthen our
security stance?



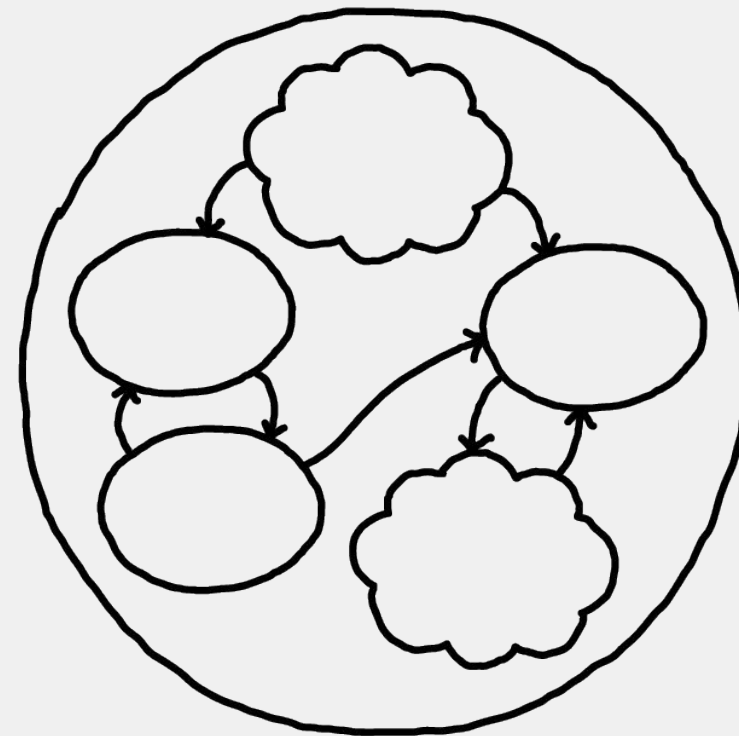
This material
is inspired by
our book

About Systems...

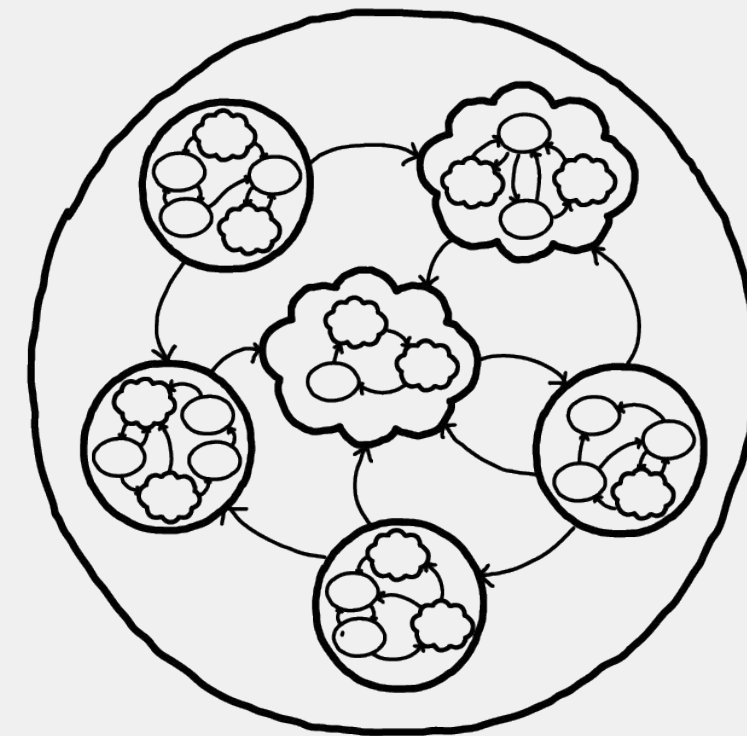
A **system** is a set of interrelated parts that does something. It has these properties:



the whole is
indivisible

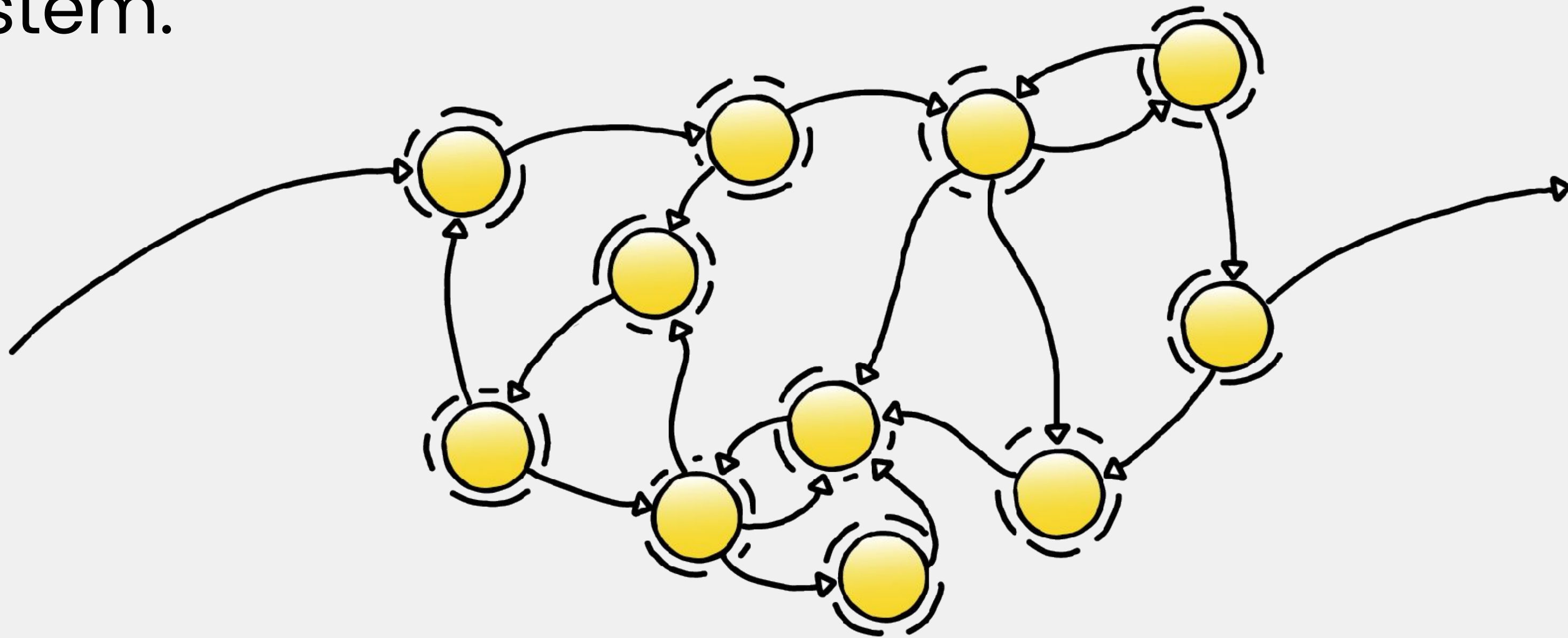


parts are
interdependent

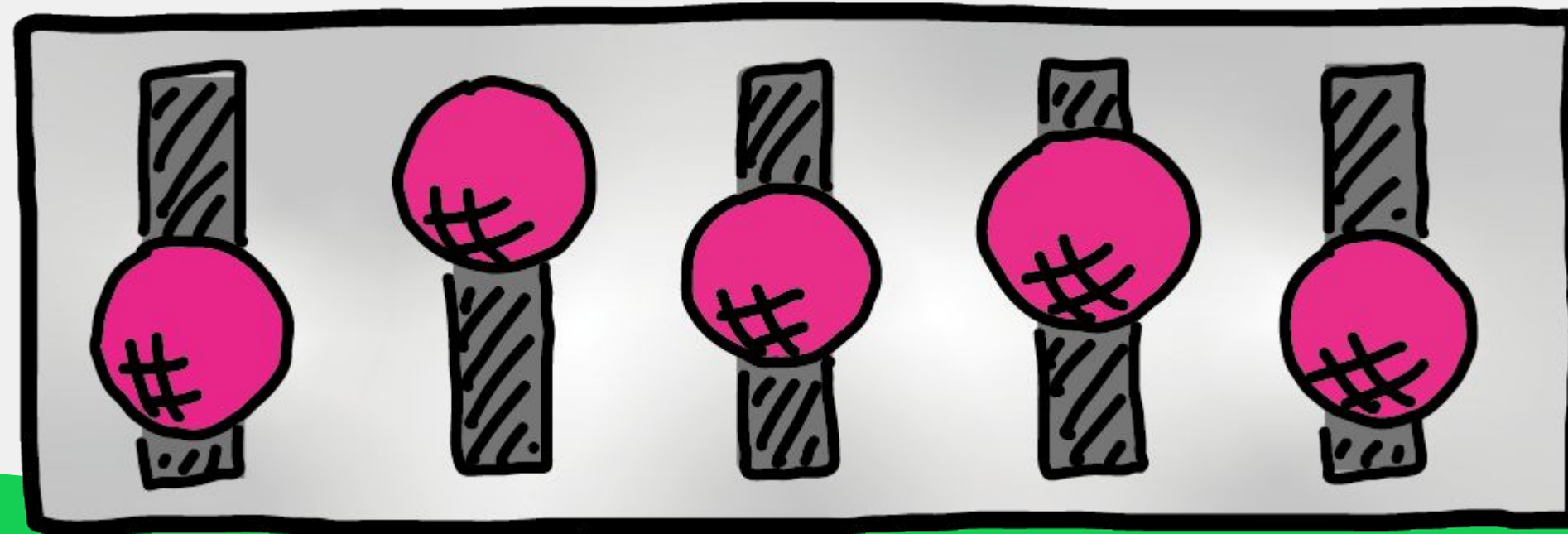


systems are
fractal

Software delivery is an adaptive sociotechnical system.



Levers are choices or decisions you can make to cause a shift in the system.



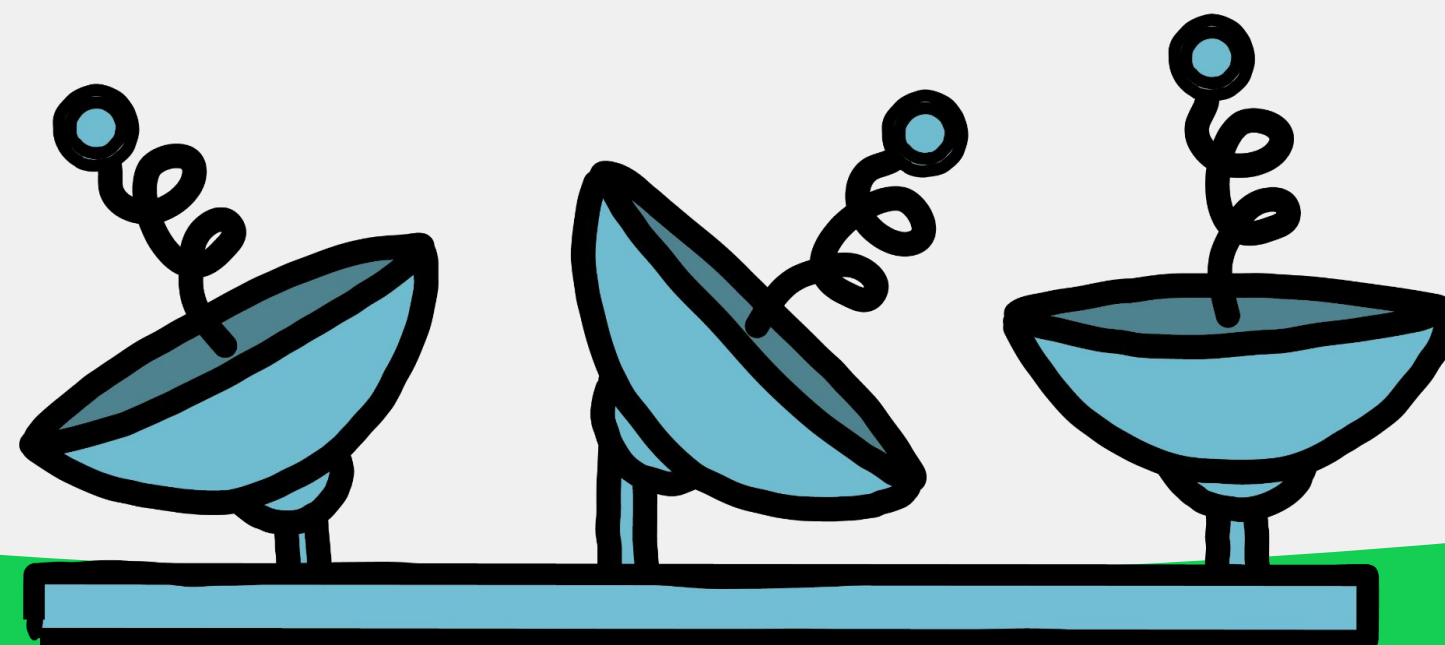
two types
of levers

Policy **Culture**

Step 1 **Study the system**



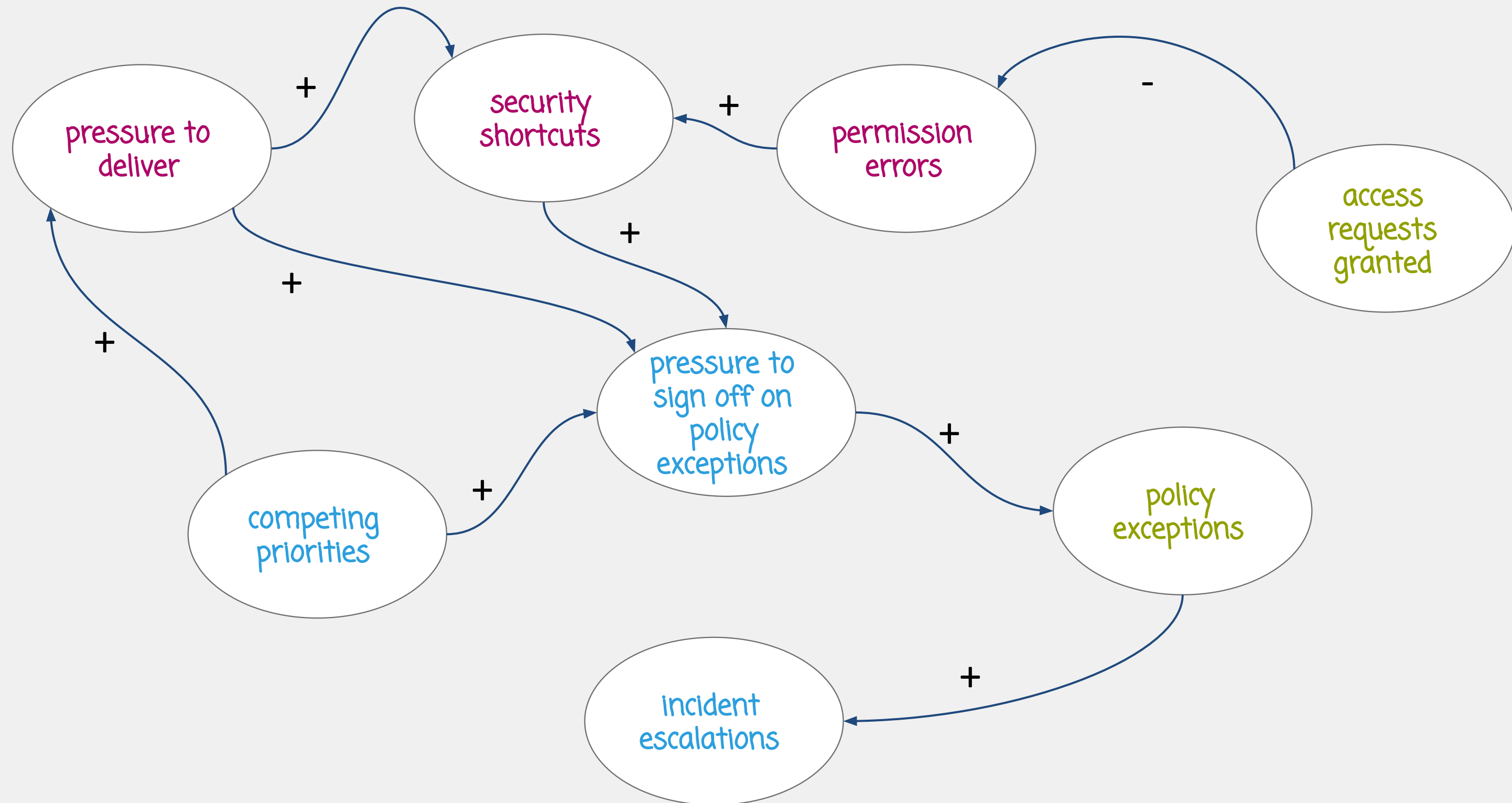
Signals are observable characteristics or attributes of the system that tell you something about the way the system works.



Different Perspectives



Build a causal model of influences



Step 2

Find levers



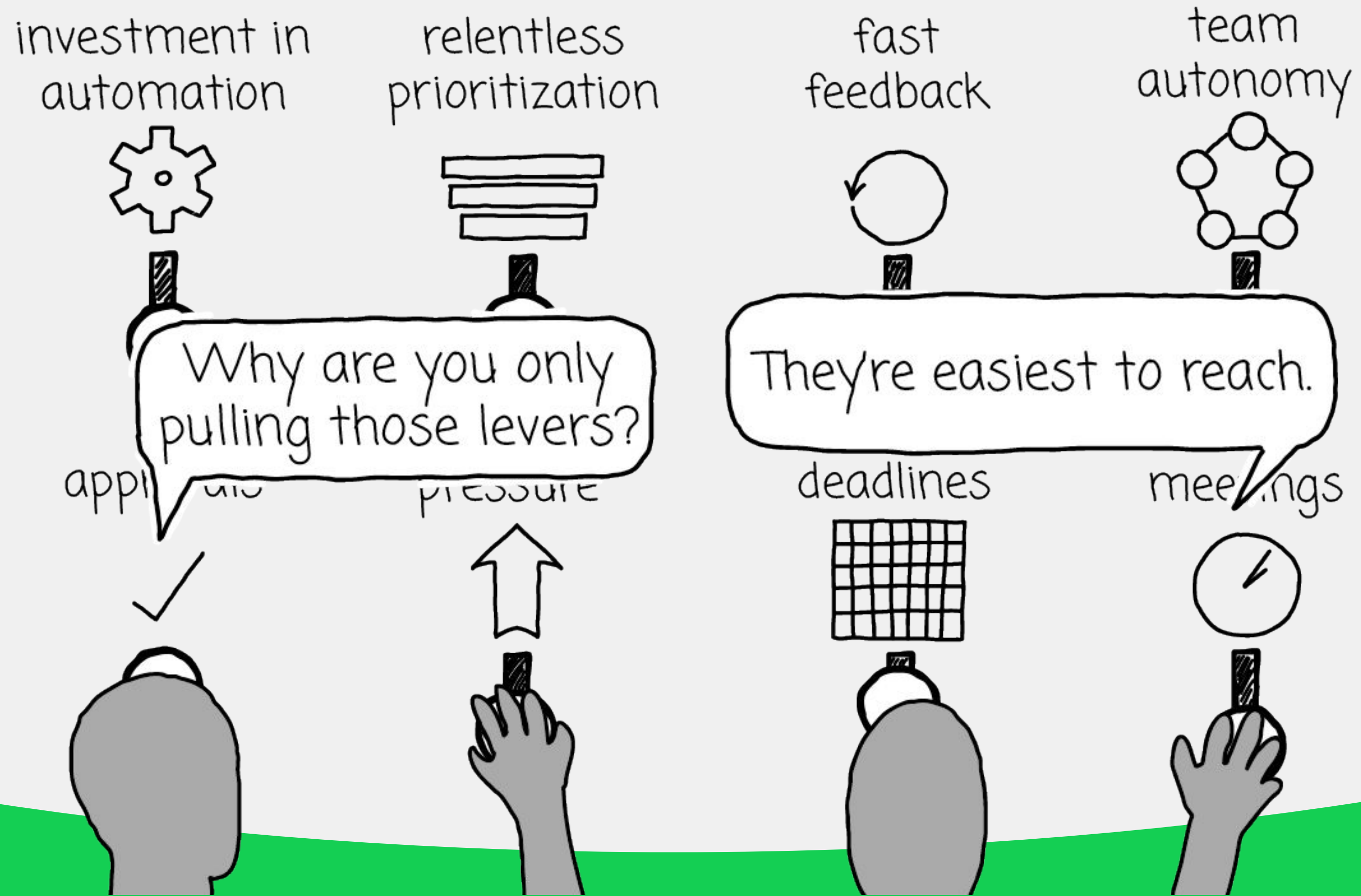
Teatro Olimpico

built 1585

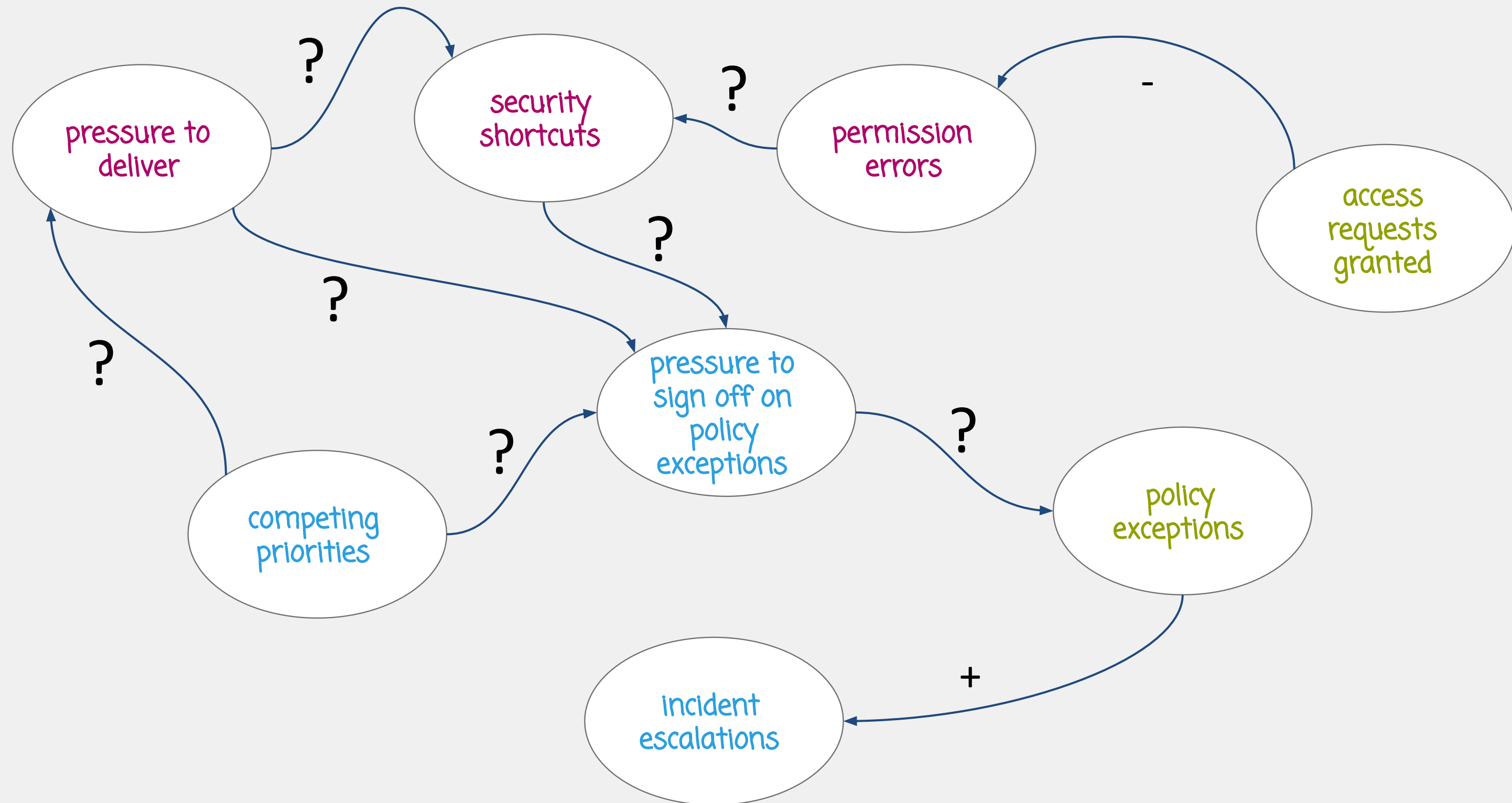
BEWARE SECURITY THEATER



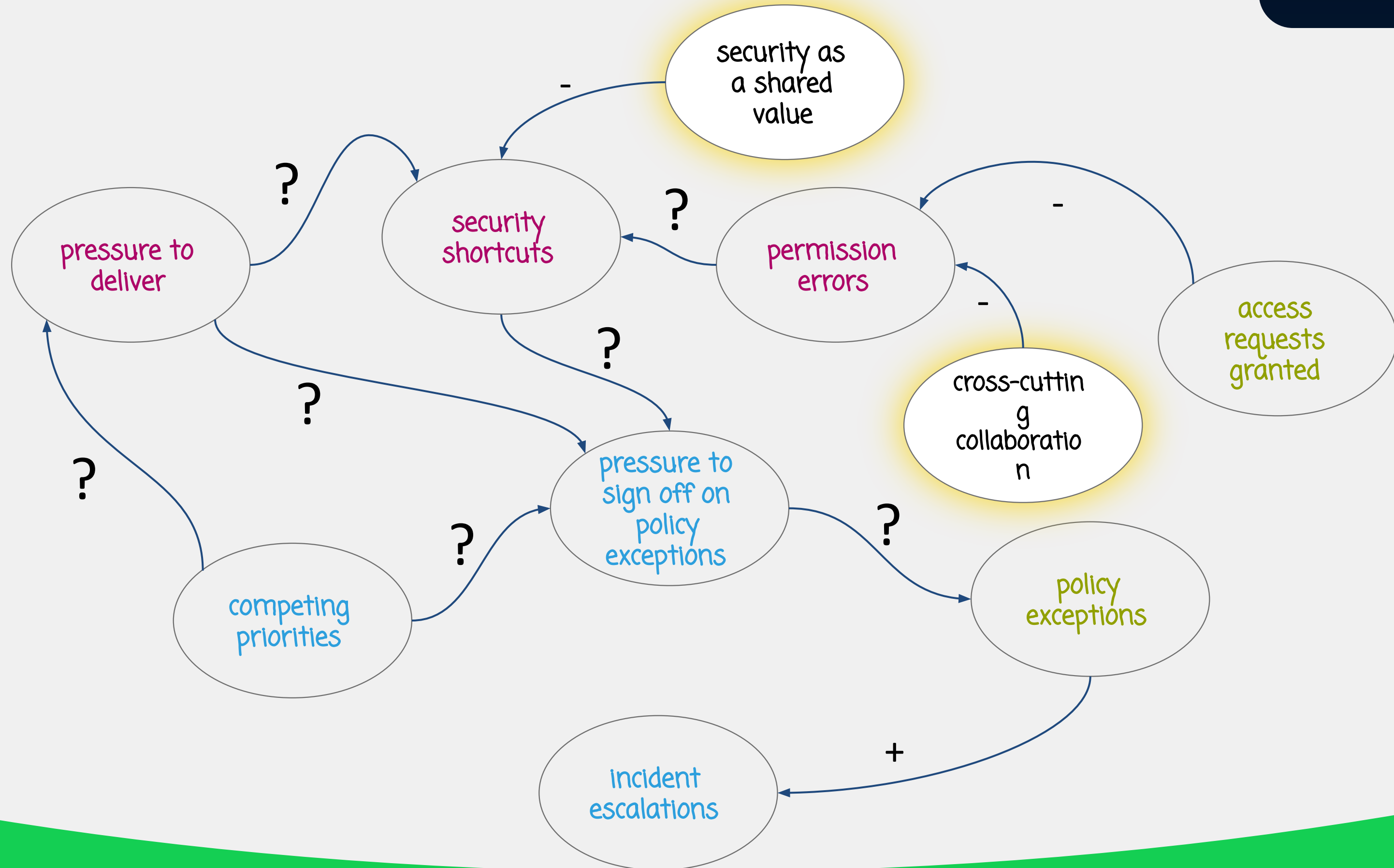
Be careful which levers you choose



Find choices



Find counterbalancing influences



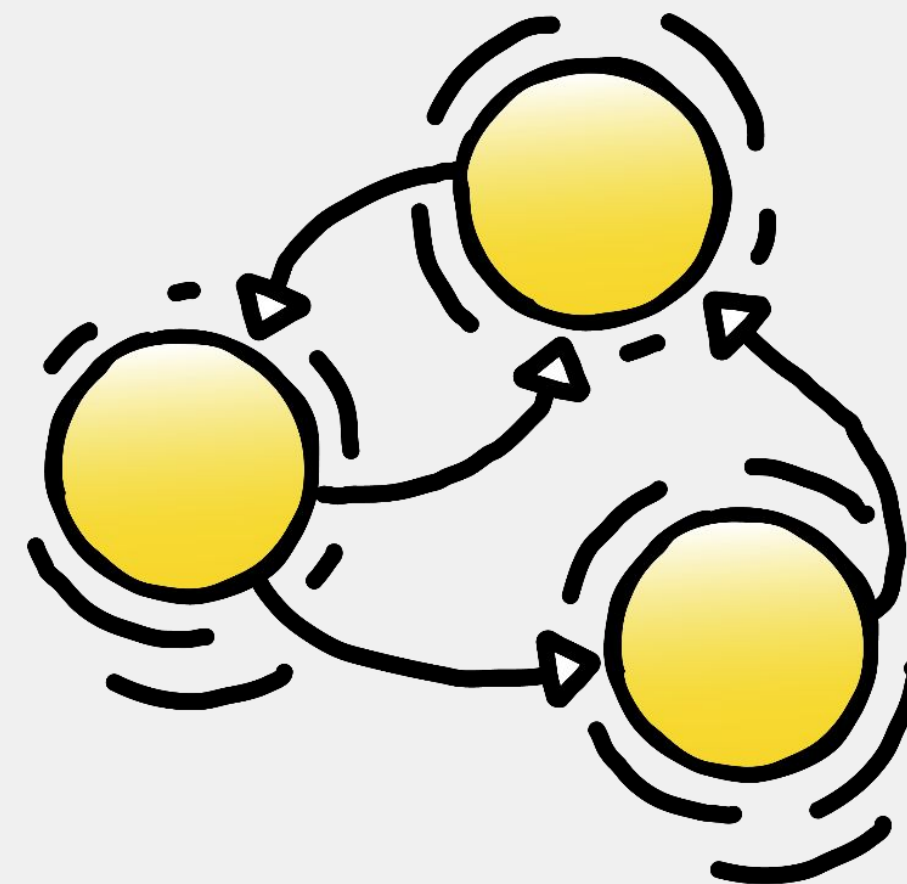
So...how do you fix the security culture gap?

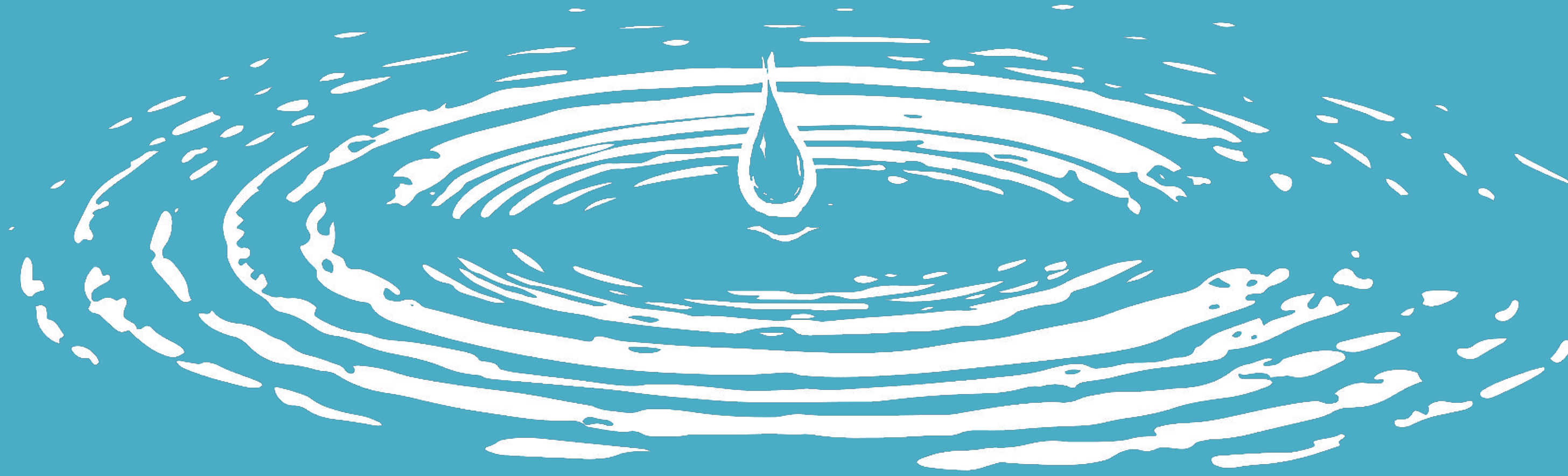


Watch the signals.

Find the levers.

And remember ... it's a system.

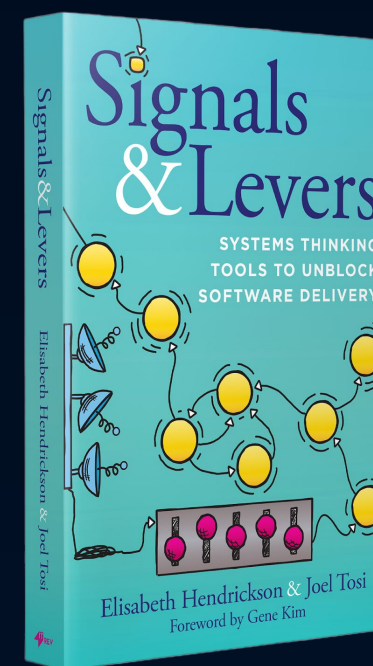




every lever you pull
changes your context

Thank You!

slides &
resources



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