



CHECKLIST:

How to Build a Diverse, High-performing Cyber Security Team

Progress requires a plan for the complete talent lifecycle. Our list will help your plans take shape,

1.



Audit Recruitment and Progression Data

Measure representation at hiring, promotion, and exit. Identify where drop-off occurs and investigate root causes, whether biased job descriptions, unstructured interviews, or limited sponsorship for advancement.

2.



Design Inclusive Leadership Pathways

Acronis research shows 70% of women prioritise leadership development programmes tailored to their needs (compared to 56% of men). Mentorship, sponsorship, visible role models, and strong employee resource groups all matter. Ensure high-potential employees from underrepresented groups receive the same stretch assignments and executive exposure as their peers.



3.



Confront Bias at Every Stage

Training alone won't shift culture. Embed accountability by tying diversity metrics to leadership objectives, anonymising CV screening, and using structured scoring in interviews to reduce subjective judgement.

4.



Flex Your Policies to Retain Talent

Reasonable parental leave, part-time options, flexible working, and output-based performance evaluation help retain talent that rigid policies push out.

5.



Expand the Talent Pool

Partner with reskilling and upskilling providers to develop internal talent. Look beyond traditional computer-science pipelines. Cyber skills can be taught; curiosity, analytical thinking, and resilience are harder to train.

GET IN TOUCH ↘

If you're ready to discuss building an inclusive cyber security team, get in touch



info@mthree.com



www.mthree.com

