

Leadership Series - Kerry Hazelton

[00:00:00] **Christophe Foulon:** Hello, and welcome to another episode of breaking into cybersecurity leadership edition. Today we have Carrie Hazelton who is a. Senior individual in a cloud security space. And I wanted to bring him on to share his experiences carry as you've grown in this space. Why did you choose to become a leader versus thing as an individual

[00:00:26] contributor?

[00:00:27] And that's an excellent question, Chris. And just, just for clarity purposes, there is a distinction between individual contributor and cybersecurity leader. If obviously a various from personal person company, company, some of you a title such as senior engineer, or even lead engineer as contributor and name only.

[00:00:44] But what I've experienced is you are being groomed, become a potential. You're being groomed to become that one person who can gain the competence and trust of not only your direct energy, but also from executive leadership to drive compensations on various subjects, various [00:01:00] projects to initiate those same projects and also to be able to inspire others around.

[00:01:04] Okay. And as you are growing into, in that role, what are some of the critical skills that you feel a leader should have?

[00:01:14] **Kerry Hazelton:** To kind of borrow from my current employer, which I won't disclose here obviously, but I'm sure it's not that hard for people to figure out where our current work, one of the values that they refer to is Gretz.

[00:01:26] The others that I've learned along the way are motivation, courage, and honesty. Simply have that determination to never give up on your dreams and goals and you find the motivation to keep them towards them. How the court to say no, or. When you come to the realization that something isn't working like you thought it was, you know, not in your favor and not on your destined career path, such obviously you have control over, a lesson.

[00:01:49] My father taught me before I graduated from high school years ago was successes your own measurements. And basically that means is you're the only one that can really define what success means for you to [00:02:00] let

anybody else do that. Also be honest with yourself and with others, you know, people do remember you for your actions over your work or your other than your actions.

[00:02:09] But if you follow through and do what to say, you will do, you know, people tend to remember that even more.

[00:02:14] **Christophe Foulon:** Definitely. What regards to your personal comfort level for the following competencies, delegation, collaboration, and communication. How would you rate yourself on a scale of one to five and

[00:02:27] why?

[00:02:27] **Kerry Hazelton:** I say somewhere between three and four? I don't mind delegating, but I am a lot more comfortable when I working collaboratively with other. On a team. I prefer working within a team as much as possible versus, you know, on my own. I mean, if I'm on my own, that's, that's fine, but I'd rather do on my own rather than deal to cause someone else, because I know that I can get job done.

[00:02:47] As you consider influenced throughout your career as a school. How would you describe that? And why is it so critical for leaders to have,

[00:02:55] oh, it's a sorely, needed skill it's certainly needed. I mean, is if you're going to be [00:03:00] a leader or at least being grown to become a leader, you have to be able to learn to influence others and doing so in a positive way.

[00:03:08] You're going to find yourself speaking with key stakeholders across. We know various teams within an organization. Some may require a little more convincing than others I should know because I've had that happen to me on more than one occasion over the course of my career. And the reason behind that is because when you, you know, case in point of, you're trying to present an idea, obviously the key question from other stakeholders who might be more skeptical as well, how's it gonna impact my team and w.

[00:03:35] And being able to house influence on that state border helps them to understand that there may not be such a huge workload of demand on your particular team, but you're more than willing to work with that individual and the people underneath that person to make sure that the product gets done.

[00:03:53] **Christophe Foulon:** Okay.

[00:03:53] And throughout your career, how would you rate networking as a skill and why?

[00:03:59] **Kerry Hazelton:** [00:04:00] Oh, another good one. I will say over, over the course of my career, I have learned that networking comes in handy on more than one occasion. Especially someone out there who is just starting off and, you know, once something.

[00:04:13] You know, being able to network with your colleagues, with your peers within this industry is, is key. And I've learned that lesson many times over. So I definitely say it comes in handy.

[00:04:24] **Christophe Foulon:** As you think about someone listening to this podcast, a potential future leader. What's good. What advice would you give them for their future

[00:04:35] **Kerry Hazelton:** career? Never stopped learning. Understand that this industry is very dynamic. It is constantly changing and understand where the trends are going and how to leverage them to your advantage to, by acquiring your skills or improve on the old ones.

[00:04:49] And also, you know, give back and give back to the community to every opportunity. Now, remember where you came from, where you started and that one person who took you under their [00:05:00] wing and do the same for someone. You know, I will say that someone did that for me. When I first started off my journey 24 years ago, and his one rule to me was you pay it forward when you get to where I am right now.

[00:05:13] And that is something that I've been making every effort to do over the last five or six years.

[00:05:19] **Christophe Foulon:** Kerry. Thank you for joining us today on breaking into cybersecurity leadership series and have a great rest.

[00:05:26] **Kerry Hazelton:** I appreciate it.